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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires du Canada

VOL 55 | NO 8 | OCTOBER 2008 OCTOBRE | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

L'ACPPU enquête sur l'interdiction de recherche à Kwantlen

L'e criminologue Russel Ogden s'est vu enjoindre par la direction de l'Université polytechnique Kwantlen, établie à Surrey en Colombie-Britannique, de mettre un terme à sa recherche sur le suicide et les pratiques d'aide à la mort, malgré le fait que son projet ait reçu l'approbation du comité d'éthique de la recherche de l'université.

En décembre 2006, la direction de Kwantlen a interdit au professeur Ogden, dans une directive qu'elle a étayée de deux avis juridiques plusieurs mois plus tard, de « pratiquer toute activité illégale, y compris de participer à un acte d'aide à la mort ».

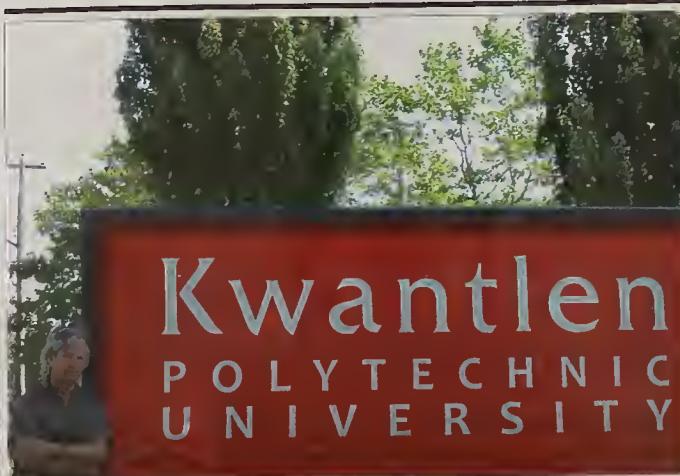
M. Ogden s'est alors plaint auprès de l'association du personnel académique de Kwantlen, qui a de son côté sollicité l'intervention de l'ACPPU après avoir épuisé tous les recours internes. Ne parvenant pas à résoudre le problème de façon informelle, l'ACPPU a nommé, en juin 2008, un comité spécial d'enquête sur ce dossier.

Le comité a été chargé d'examiner les circonstances dans lesquelles M. Ogden s'est vu interdire de poursuivre son projet de recherche qui avait été approuvé par le comité d'éthique en juillet 2005, de déterminer si les mesures prises par la direction de Kwantlen constituent une violation de la liberté académique du professeur Ogden, et aussi d'examiner la question plus générale du rapport qui existe entre la liberté académique et la loi.

Le comité est formé de Kevin Haggerty, professeur agrégé de sociologie et de criminologie à l'Université de l'Alberta, de John McLaren, professeur émérite de droit à l'Université de Victoria, et de Lorraine Weir, professeure d'anglais à l'Université de la Colombie-Britannique et membre du Comité de la liberté académique et de la permanence de l'emploi de l'ACPPU.

Ce n'est pas la première fois que les travaux du professeur Ogden sur le suicide suscitent l'hostilité de dirigeants universitaires craignant que leurs établissements ne s'affirment des difficultés.

Voir L'ACPPU ENQUÊTE à la page A8 ➔



Researcher Russel Ogden was told in 2006 by Kwantlen officials not to attend an assisted suicide.

CAUT Reviewing Kwantlen's 'Stop Research' Directive

Criminologist Russel Ogden has been told by the administration at Kwantlen Polytechnic University in Surrey, B.C., that he must stop his research on suicide and assisted suicide, despite the fact that his research has been approved by the university's Research Ethics Board.

In December 2006, Kwantlen directed Ogden not to engage "in any illegal activity, including attending an assisted death," backing this directive up months later with two legal opinions.

Ogden complained to Kwantlen's faculty association, who in turn approached CAUT after internal remedies failed. Intervention by CAUT to resolve the issue informally also failed. In June 2008, CAUT appointed an ad hoc investigatory committee to review the situation.

The committee has been asked to examine the circumstances of the prohibition on Ogden's research that was approved by Kwantlen's Research Ethics Board in July 2005, and to determine whether the actions of Kwantlen officials constitute a violation of Ogden's academic freedom.

The committee has also been asked to consider the broader issue of the relationship between academic freedom and the law.

Members of the committee are Kevin Haggerty, an associate professor of criminology and social

ogy at the University of Alberta, John McLaren, University of Victoria professor emeritus of law and Lorraine Weir, a professor of English at the University of British Columbia and a member of CAUT's Academic Freedom and Tenure Committee.

This is not the first time Ogden's suicide research has met opposition from academic administrators who fear their institutions could wind up in trouble.

Five years ago Ogden was awarded more than \$14,000 in damages after it was determined that Exeter University in the U.K. had reneged on its agreement to protect the identities of his study participants.

Ogden's latest difficulties coincided with a major debate about assisted suicide in neighbouring Washington state. Former Democratic governor Booth Gardner, who has Parkinson's disease, has led a campaign for a November ballot initiative on physician-assisted suicide. ■

Related Articles: CAUT Bulletin June 1998 "When Research Ethics & the Law Conflict," October 1998 "Consultation Underway at Simon Fraser Following Coroners' Inquest," November 1998 "Charting the Way for Research Ethics," and November 2003 "Exeter Pays Canadian Prof \$140K Damages."

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CAUT APPU BULLETIN

PUBLISHED BY | PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeurs et
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The *CAUT Bulletin* is published each month September through June. Average distribution 43,000. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Classified ads and a selection of articles are available at www.cautbulletin.ca. Career ads are available at www.academicwork.ca.

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Le *Bulletin* de l'ACPPU est publié chaque mois, de septembre à juin. Tirage moyen : 43 000 exemplaires. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le *Bulletin* est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les petites annonces et un choix d'articles sont reproduits dans le *Bulletin* en ligne, sur le site www.cautbulletin.ca. Des offres d'emploi sont publiées sur le site www.academicwork.ca.

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Performance Printing, Smiths Falls

NEWS ACTUALITÉS

New Brunswick

CAUT Urges Opposition to Gov't Plan

THE New Brunswick Government is trying a second time to introduce major changes to its post-secondary education system.

Premier Shawn Graham unveiled a new action plan in the summer, based on a report released several weeks earlier by the working group on post-secondary education — composed of four of the province's university presidents and three community college principals.

The new plan follows the premier's abandonment last year of the post-secondary education commission report that met with fierce, province-wide opposition led by the Federation of New Brunswick Faculty Associations and the faculty association at the University of New Brunswick.

CAUT executive director James Turk said the government is still getting it wrong.

"The action plan fails to understand that underfunding is the most serious problem facing colleges and universities in New Brunswick," Turk told an assembly at UNB Saint John last month. "Since 1993-1994, provincial funding for colleges and universities in New Brunswick, on a full-time equivalent student basis, has fallen 17.8 per cent and currently is second lowest among the provinces despite increases over the past few years."

The provincial government's plan to transform post-secondary education proposes an additional \$30 million over five years to implement the major recommendations. These include having community colleges offer first and second year university courses, increasing the number of graduate students by 40 per cent, adding 11,000 new spaces in the community colleges over the next

five years, and increasing apprenticeship spaces by 70 per cent.

"In what world," Turk asked, "will \$90 million do all this plus allow New Brunswick's universities and colleges to meet their existing needs, when \$90 million is not even enough to cover the deferred maintenance bill of the University of New Brunswick alone?"

The plan also proposes to create another layer in the post-secondary system — institutes and consortia of applied learning and training that will have their own staff, develop their own programming and courses and offer applied degrees in some areas.

New Brunswick, Turk noted, is a small province that already has four public universities and many campuses in the community college system. "Setting up new entities with their own programs in competition with existing programs and their own degrees is both unnecessary and ill-advised," he said.

But perhaps the most astounding part of the action plan, Turk told the assembly, is its assault on institutional autonomy. The plan identifies a new agency that will have responsibility for "overall coordination, planning and governance for the transformation of the post-secondary system." Further it specifies that funding formulas will be changed to, among other things, "ensure public post-secondary institutions can effectively plan and manage their operations in line with provincial priorities."

To increase government control, the plan also says "each public institution will submit a five-year strategic plan, including an annual business plan, to government. These will be supported by performance-based contracts and indicators reflecting the strategic priorities of New Brunswick's Self-Sufficiency

Action Plan."

The plan goes a step further to specify that, beginning in 2009, the government will require each public university and community college to appear annually before an appropriate committee of the New Brunswick Legislature to address their strategic plans and speak to the effective use of public funds.

Turk called on New Brunswickers to mobilize against this latest plan, as they did for its predecessor.

"Of course universities and colleges must necessarily be accountable, but in fact they already are," he said. "There are few more open institutions in democratic society subject to a raft of provincial laws and oversight, governed by innumerable committees, producing annual reports and holding community meetings and open board and senate meetings."

"For post-secondary education to prosper, there must be a balance between accountability and autonomy, but the accountability cannot undermine the vitally necessary autonomy of the institution."

"Universities serve the public best when scholarly work — teaching and research — has a substantial degree of autonomy to ensure the integrity of scholarship is not corrupted by politicians' fancies, current fashions, conventional wisdom, or the Irving newspapers' editorial preferences."

Gilles Allain, executive director of the Federation of New Brunswick Faculty Associations, said that the federation and its members are preparing their own public awareness campaign to counter the government's initiative and to propose a more appropriate course for post-secondary education in the province. ■

Windsor: Mediator Working to End Strike

Editor's Note: As the paper went to press, the *Bulletin* learned the parties had reached a tentative settlement.

THE University of Windsor Faculty Association and university negotiators resumed mediation talks Oct. 1, as strike action that began Sept. 17 continued.

The strike by more than 1,000 full and part-time academic staff at Windsor follows three months of face-to-face bargaining sessions between the administration and the union, talks going to conciliation and mediation, and an overwhelming strike vote.

Academic staff have been without a contract since July 1.

Faculty association president Brian Brown said it's the union's first strike in 26 years. "The university administration tabled a 'best offer' our team didn't even want to bring back to us," he said. "Academic salaries that would be below the provincial average, pay for part-time faculty that would be the lowest in the province, and a salary structure for full-time faculty that would be the most unattractive in Ontario — this is not bargaining a contract, this is bargaining a strike."

Brown said other strike issues include working conditions for sessionals, retirement options, employment equity and anomalies.

"We're back in the bargaining process and remain committed to reaching a settlement with the university," Brown said. ■



Day 10 — University of Windsor faculty members Ken Cramer & Lauri Freeman-Gibb applaud comments made at a rally September 26.

COMMENTARY

TRIBUNE LIBRE

PRESIDENT'S COLUMN

Fed's Funding Policy Misguided



By PENNI STEWART

Two big issues facing postsecondary education are funding and how that funding is allocated.

Although postsecondary education is a provincial responsibility, the federal government plays an important role in funding. In the mid-1960s the federal government initiated a system of block-grant transfers to the provinces, but without explicit conditions for provinces to account for their spending. Since then, postsecondary education has been losing the funding battle to health care. And, with no accountability mechanisms in place, it is impossible to know how much of the transfer funding reaches colleges and universities.

While it is impossible to allocate responsibility exactly between the levels of government, it cannot be an accident that the inception of federal block funding, especially the

amalgamation of funds for health, social services and postsecondary education in the 1990s, coincided with a steady rise in tuition, both absolutely and in relation to government funding. Since the 1990s tuition fees have more than doubled.

The change to unconditional federal funding is also associated with increased variation in tuition, with higher fees in the Maritimes, and, by a wide margin, the lowest fees in Quebec. Particularly disadvantaged by higher tuition are low-income families and Aboriginal students. One step in the right direction is this year's announcement of a new income-based student grant program.

Underfunding is also responsible for a decline in the proportion of full-time academic staff. In their 2008 report on trends in higher education, the Association of Universities and Colleges of Canada found that in the two decades before 2006, full-time equivalent enrollment grew by more than 50 per cent, compared with an increase

of 18 per cent in the full-time university faculty complement.

Canadian universities receive \$8,000 less in funding per student than four-year public colleges and universities in the U.S., resulting in larger class sizes and a student to full-time faculty ratio ranging from 19.4 in Newfoundland to 27.0 in Ontario.

During this transformation of the base funding for college and undergraduate university education, the federal government strengthened and dramatically changed the research landscape. Funding for the Canadian Institutes of Health Research was significantly increased — coinciding with a transformation of the old Medical Research Council — as was funding for the Natural Sciences and Engineering Research Council. Funding for the Social Sciences and Humanities Research Council increased somewhat, leaving it with much lower per researcher allocations.

See FED'S FUNDING Page AB →

LE MOT DE LA PRÉSIDENTE

La politique de financement malavisée du gouvernement fédéral

Par PENNI STEWART

Le secteur de l'éducation postsecondaire est confronté aux deux grands enjeux que sont les sources et les mécanismes de financement.

Bien que ce secteur soit du ressort des provinces, le gouvernement fédéral n'en joue pas moins un rôle important dans son financement. Au milieu des années 1960, le gouvernement d'Ottawa a mis en place un système de transferts de subventions générales aux provinces aux termes duquel ces dernières ne sont toutefois pas tenues explicitement de rendre des comptes sur la façon dont elles dépensent cet argent. Depuis lors, sur le front du financement, l'éducation postsecondaire n'a jamais cessé de perdre du terrain au profit des soins de santé. Et, faute de mécanismes de reddition de comptes, on ne peut savoir quelle portion de ces transferts de fonds parvient jusqu'aux collèges et aux universités.

S'il est impossible de répartir avec exactitude la responsabilité entre les deux instances gouvernementales, ce ne peut être un hasard que le début du financement fédéral global, et tout particulièrement la consolidation en un seul transfert de tous les crédits fédéraux réservés à la santé, aux services sociaux et à l'éducation postsecondaire dans les années 1990, ait coïncidé avec

une hausse constante des frais de scolarité, tant en termes absolus que par rapport au financement public. Depuis les années 1990, les frais de scolarité ont plus que double.

L'institution d'un régime de financement inconditionnel s'est également traduite par un élargissement de l'écart des frais de scolarité entre les provinces, ces frais atteignant les taux les plus élevés dans les Maritimes et, de loin, les plus bas au Québec. Les familles à faible revenu et les étudiants autochtones sont particulièrement dévantagés par la hausse des frais de scolarité. Le gouvernement fédéral a néanmoins fait un pas dans la bonne direction en annonçant cette année la création d'un programme d'aide financière aux étudiants fondé sur le revenu.

Le sous-financement a de même causé une baisse du nombre de professeurs à temps plein. Dans son rapport de 2008 sur les tendances dans le milieu universitaire, l'Association des universités et collèges du Canada constate que, dans les deux décennies qui ont précédé 2006, le nombre d'étudiants équivalent temps plein a augmenté de plus de 50 %, alors que le nombre de professeurs à temps plein n'a progressé que de 18 %.

Les universités canadiennes touchent 8 000 \$ de moins en revenus par étudiant que les universités et

les collèges américains offrant des programmes de quatre ans, ce qui a pour conséquence d'augmenter l'effectif des classes et de conduire à la détérioration des ratios étudiants-professeurs à temps plein, lesquels varient de 19,4 à Terre-Neuve à 27,0 en Ontario.

Pendant qu'était convertie la formule de financement de base pour l'éducation collégiale et l'éducation universitaire de premier cycle, le gouvernement fédéral a renforcé et a modifié profondément le paysage de la recherche. L'enveloppe de financement destinée aux Instituts de recherche en santé du Canada (IRSC) a été sensiblement majorée — coïncidant avec la transformation de l'ancien Conseil de recherches médicales — tout comme l'enveloppe du Conseil de recherches en sciences naturelles et en génie du Canada (CRSNG). La légère augmentation des crédits accordés au Conseil de recherches en sciences humaines du Canada (CRSH) a eu pour résultat d'abaisser considérablement le montant des allocations par chercheur.

Dans un même temps, le gouvernement s'est employé davantage à promouvoir la recherche grâce au programme des chaires de recherche du Canada (maintenant devenu le programme de chaires d'excellence).

Voir LA POLITIQUE à la page AB →

Encyclopaedia Idiotica



By MARTIN COHEN

WHAT is it about Wikipedia? It didn't exist in 2001. Not so long ago, it was just an obscure website full of biographies of sports figures and esoteric details about TV shows such as Star Trek.

But now it is big business. Wikipedia has unexpectedly become the most dominant "scholarly" source on the web. Now its aim is no less than "to become a complete record of human knowledge."

It is regular in the top 10 of sites visited. No matter what inquiry you put into Google, by curious alchemy it pops up a Wikipedia page to answer it. This in large part explains why last year the online "encyclopedia" was consulted 700 million times.

If it once was easy to dismiss, it isn't any more. Journalists doing research turn to Wikipedia. Students write essays based on its entries. Professors grab lecture notes from it.

But it's still a funny mix. Of the two and a half million articles in English, nearly half are in the "entertainment category," with science and the arts a miserly 6 per cent and 2 per cent respectively. But, significantly, the category "politics and history" is the second most popular (15 per cent).

According to a study by Anselm Spoerri, an academic at Rutgers University, statistics suggest that readers favour a diet of the Wikipedia introductory pages followed by entries for "the United States," "World War Two," "sex," "Naruto," "list of sex positions" and "PlayStation 3." You won't get all those in your dusty Britannica, and you might not want to. But now what you want is not important. Wikipedia's version of reality has already become a monopoly. And all the prejudices and ignorance of its creators are reverted and they can be banned — "indefinitely."

And now it is these "editors" who are regularly trumping the fuddy-duddy professors in their ivory towers, plodding patiently through dusty books to produce yet more ... dusty books! Books! Because, on Wikipedia, knowledge is tracked instantly via Google searches, online newspapers and other internet encyclopedias, not so much by consulting primary sources as "tertiary sources" — other internet sites.

But since it is free and has vastly more topics, Wikipedia tends to steamroller other conventional encyclopedias into the ground. Britannica hoped to charge for access to its pages and soon had to abandon that idea.

Even the popular French encyclopedia Larousse, for which every topic has to be rewritten to feature the pre-eminence of French thinkers, is attempting to supplement its old, staid pages with new ones submitted by users. As Mr. Spock might say, at least on Wikipedia: "It's knowledge, Jim. But not as we know it ..." ■

Martin Cohen is a philosophy lecturer and editor of *The Philosopher*.

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ACTUALITÉS

Israël : des universitaires signent une pétition contre les barrages

DES centaines d'universitaires israéliens ont signé une pétition appelant leur gouvernement à soutenir la liberté académique en Cisjordanie et dans la Bande de Gaza en supprimant les points de contrôle et les barrages routiers qui entravent l'accès aux établissements d'enseignement supérieur.

« De toute évidence, la liberté académique ne peut être véritablement garantie que si les étudiants, les professeurs et les chercheurs peuvent se rendre librement à leurs établissements », note la lettre qui accompagne la pétition.

Les auteurs de la pétition — quatre professeurs de l'Université Hebreu et de l'Université de Tel-Aviv — affirment que les universitaires à l'intérieur de l'État d'Israël jouissent de cette liberté, contrairement à ceux des territoires contrôlés par ce pays.

« Les points de contrôle, barrages, murs et clôtures perturbent le cours normal de la vie universitaire de milliers d'étudiants et de professeurs, et les chargés de cours non titulaires d'un passeport palestinien qui veulent enseigner dans ces établissements n'ont pas le droit d'y demeurer suffisamment longtemps pour poursuivre une véritable carrière dans l'enseignement », soulignent les auteurs. « La liberté académique est indivisible et ne peut être sélective. Il incombe directement à l'État d'Israël et à nous, ses citoyens, de défendre cette liberté. »

La pétition, qui a été adressée à tous les membres principaux du corps professoral de tous les établissements d'enseignement supérieur de l'État, a été jusqu'ici signée par 407 universitaires israéliens.

Le document demande au gouvernement de conférer aux étudiants et aux chargés de cours le libre accès à tous les campus des territoires palestiniens occupés et d'autoriser ceux d'entre eux qui détiennent des passeports étrangers à étudier et à enseigner sans que ne pèse sur eux la menace de se faire retirer leur visa.

On ne peut maintenir la situation actuelle sans porter sérieusement atteinte aux libertés de circulation, d'étude et d'enseignement — ce qui constitue une atteinte au fondement de la liberté académique que nous défendons », indiquent les auteurs de la pétition.

Pour eux, la prochaine étape sera de présenter la pétition au gouvernement. « Nous sommes tout à fait conscients que les pétitions réussissent très rarement à engendrer un changement de la situation politique », déclarent les auteurs sur le site web consacré à la pétition. « Cela ne nous empêche cependant pas de penser qu'un mouvement de mobilisation des membres de la communauté académique israélienne, déterminés à manifester leur opposition aux conditions dans lesquelles doivent travailler leurs collègues des établissements d'enseignement supérieur palestiniens et à déployer tous les efforts possibles pour que leur homologues palestiniens puissent jour de la même liberté académique qu'eux, saura être bénéfique à tous autant que nous sommes — Israéliens comme Palestiniens. » ■

La pétition et les noms des signataires sont publiés sur le site www.academic-access.weebly.com.

English on page A7.

La CAFA décerne ses prix d'excellence

LA Confederation of Alberta Faculty Associations (CAFA), l'organisme provincial qui représente les associations du personnel académique des Universités de l'Alberta, de Lethbridge et d'Athabasca, a décerné ses prix annuels à deux professeurs de l'Université de l'Alberta lors d'une cérémonie spéciale tenue le 18 septembre à Edmonton.

Les lauréats des prix d'excellence 2008 de la CAFA (CAFA Distinguished Academic Awards) sont Claude Couture, professeur de sciences sociales et d'études canadiennes au Campus Saint-Jean (section francophone de l'Université de l'Alberta) et Diane Conrad, professeure agrégée de théâtre et d'enseignement de théâtre.

Ces prix sont remis annuellement à des membres du personnel académique qui, par leurs travaux d'étudiation, leurs activités professionnelles ou leurs initiatives novatrices, contribuent de façon exceptionnelle à l'ensemble de la société.

Décris comme étant « le scientifique le plus en vue du Campus

Saint-Jean » où il oeuvre depuis 20 ans, M. Couture a obtenu le prix CAFA en reconnaissance de son apport au développement du profil public du programme d'études canadiennes de l'université.

Quant à Mme Conrad, elle a reçu le prix d'excellence académique en début de carrière pour sa recherche et son travail innovateur sur les possibilités du théâtre populaire comme agent de transformation dans la vie de la jeunesse dite à risque. Elle est en poste à l'Université de l'Alberta depuis 2004.

« Les lauréats des prix d'excellence sont reconnus par leurs pairs », a déclaré la présidente de la CAFA, Linda Bonneville, en annonçant le nom des gagnants. « Je suis ravie que nous puissions souligner ainsi les contributions tout à fait extraordinaires de nos collègues dont le rayonnement s'étend bien au-delà du monde académique. Le travail des professeurs Couture et Conrad est exemplaire à cet égard et digne d'éloges. » ■

English on page A8.

NEWS ACTUALITÉS

Committee Concludes Investigation into Freedom of Expression at York University

A CAUT ad hoc investigatory committee has completed its three-year investigation into allegations of threats to freedom of expression at York University that began in 2004.

The report by committee members Rebecca Coulter, a professor of education at the University of Western Ontario, and Kenneth Field, circulation librarian at Trent University's Bata Library, concluded there was a basis to the allegations, but expressed optimism that the situation was improving under the leadership of newly-installed York president Mahmoud Shoukri following his handling of a student sit-in this spring.

CAUT's executive director, James Turk, welcomed the report and said its proposals would improve freedom of expression to the benefit of the entire York community.

The committee recommended that CAUT and the York University Faculty Association meet with university administrators to discuss ways to protect academic freedom and free expression on campus and assure collegial governance.

Among other things, the committee suggested a review of a variety of university policies to ensure they do not restrict open debate, the ability of all members of the York community to voice dissent in a range of ways, and the opportunity for students to learn and practise political engagement and citizenship. In this area, the committee additionally recommended that York develop a clear policy about the role and



York University agrees to move forward on committee recommendations to improve free expression on campus.

use of police on campus and use all means available to publicize the text of the policy.

The committee also proposed that CAUT urge the university to provide comprehensive leadership education opportunities and support for administrators at all levels and in all units to develop the knowledge and skills that would allow them to fulfil their obligations in a collegial manner.

Finally, because of fears and concerns the committee heard from newly-appointed faculty members, the report recommends that the

faculty association leadership engage in a process of union renewal and explore strategies for reconnecting members to foster trust and confidence that their rights and interests can and will be protected in the workplace.

"We commend the committee for its work in preparing the report for CAUT's Academic Freedom and Tenure Committee," Turk said.

He also said he and CAUT president Penni Stewart were pleased with a meeting that took place at York last month between CAUT

and university and faculty association officials.

"All parties willingly embraced the recommendations and agreed to move forward in a positive spirit," Turk said. "We think the unfortunate experiences of the past provided some valuable lessons that will help prevent similar problems at York in future. CAUT will be happy to work with the parties in any way necessary as they implement the committee's recommendations."

Version française à la page A6.

UofT Student Receives National CAUT Award

JONATHAN Crane, a University of Toronto student completing a PhD in Modern Jewish Thought, has been chosen for this year's Stewart Reid fellowship sponsored by CAUT.

Crane holds a BA, summa cum laude, from Wheaton College in Massachusetts, a master's degree in international peace studies from the University of Notre Dame in Indiana, and a MPhil in Gandhian Thought from Gujarat Vidyapith in Ahmedabad, India. As a Wexner Graduate Fellow, he received both rabbinic ordination and a Master of Arts in Hebrew Letters from Hebrew Union College – Jewish Institute of Religion.

His doctoral dissertation develops a new method of understanding religious (specifically Jewish) ethical discourse. Combining philosophy of theology with discourse analysis, Crane says his study demonstrates both how religious ethicists argue and why they argue as they do, and intends to contribute to fields that analyze the confluence of law and ethics, the construction of religious norms and the role of religious discourse in multicultural societies.

In conjunction with his academic work, Crane has presented at conferences and guest lectured throughout the world on a diverse range of topics from Judaism, interfaith relations, social justice, and Gandhian philosophy to euthanasia and war and peace. He has written a book



CAUT has given its 2008 J.H. Stewart Reid Memorial Fellowship to University of Toronto PhD student Jonathan Crane.

and two book chapters, and his research has appeared in several peer-reviewed journals. He has received numerous awards and honours, including Connaught and Ontario Graduate scholarships, as well as having won support from the Social Sciences and Humanities Research Council, the Memorial Foundation for Jewish Culture, the Centre for the Study of Religion and the Centre for Jewish Studies at the

University of Toronto.

Crane was selected for the fellowship by a three-member application review committee, which this year included Christine Storm, a former professor with Mount Allison University's psychology department, Francoise Naudillon, an assistant professor of French at Concordia University, and Queen's University biology professor Ken Ko.

CAUT established the annual J.H.

Stewart Reid Memorial Fellowship 40 years ago to honour the memory of its first executive secretary. The program invites applications from students of exceptional academic standing in doctoral programs at Canadian universities. Stewart Reid Fellows receive \$5,000 for one academic year of study. ■

A list of previous fellowship recipients is online at <http://stewartreid.cauct.ca>.

La bourse Stewart-Reid décernée à Jonathan Crane

L'ACPPU a décerné cette année la bourse commémorative Stewart-Reid à Jonathan Crane, étudiant au doctorat en pensée juive moderne à l'Université de Toronto.

M. Crane détient un baccalauréat ès arts (avec très grande distinction) du Collège Wheaton au Massachusetts, une maîtrise en études internationales sur la paix de l'Université de Notre Dame en Indiana ainsi qu'une maîtrise en pensée ghandienne de l'Université Gujarat Vidyapith à Ahmedabad, en Inde. Boursier de la Fondation Wexner, il a été ordonné rabbin et a reçu une maîtrise en lettres hébraïques du Hebrew Union College – Jewish Institute of Religion.

Dans sa thèse de doctorat, M. Crane élabora une nouvelle méthode pour comprendre le discours religieux (juif tout particulièrement) et éthique. Par la fusion de la philosophie de la théologie et de l'analyse du discours, il affirme démontrer dans son étude tous les aspects du jeu dialectique des spécialistes de l'éthique religieuse, et il compte apporter une contribution aux disciplines qui analysent la confluence du droit et de l'éthique, l'établissement de normes religieuses et le rôle du discours religieux dans les sociétés multiculturelles.

Parallèlement à ses travaux universitaires, M. Crane a présenté des exposés, à titre d'expert et de conférencier invité, dans le monde entier sur une variété de sujets tels que le judaïsme, les relations interconfessionnelles, la justice sociale, la philosophie ghandienne, l'euthanasie ainsi que la guerre et la paix. Il est l'auteur d'un livre et de deux chapitres d'autres ouvrages, et les résultats de ses recherches ont été publiés dans plusieurs revues scientifiques. Il a reçu de nombreux prix et distinctions honorifiques, dont des bourses d'études supérieures de l'Ontario et de la Fondation Connaught, en plus d'obtenir une aide financière du Conseil de recherches en sciences humaines du Canada, de la Memorial Foundation for Jewish Culture, du Centre for the Study of Religion et du Centre for Jewish Studies de l'Université de Toronto.

M. Crane a été sélectionné comme lauréat de la bourse Stewart Reid par un comité formé de trois membres qui sont, cette année, Christine Storm, ancienne professeure du département de psychologie de l'Université Mount Allison, Françoise Naudillon, professeure adjointe de français à l'Université Concordia et Ken Ko, professeur de biologie à l'Université Queen's.

L'ACPPU a créé la Fiducie de la Bourse commémorative J.H. Stewart Reid il y a 40 ans pour commémorer la vie et l'œuvre de son premier secrétaire général. La bourse de 5 000 \$ est accordée, pour une année d'études, à une étudiante ou à un étudiant de niveau académique exceptionnel qui est inscrit à un programme de doctorat d'une université canadienne. ■

La liste des lauréats des années précédentes est disponible sur le site de la fiducie : <http://stewartreid.cauct.ca>.

NEWS ACTUALITÉS

Fin de l'enquête sur la liberté d'expression à l'Université York

AL'ISSUE d'une enquête de trois ans, un comité spécial de l'ACPPU vient de déposer son rapport sur les présumées menaces à la liberté d'expression qui auraient été constatées à partir de 2004 à l'Université York.

Dans leur rapport, les deux membres du comité, Rebecca Coulter, professeure d'éducation à l'Université de Western Ontario, et Kenneth Field, bibliothécaire responsable du prêt à la bibliothèque Bata de l'Université Trent, ont conclu qu'il y avait un fondement aux allégations soulevées, mais qu'ils estimaient néanmoins que la situation s'était améliorée sous la direction du nouveau recteur de l'Université York, Mahmoud Shoukri, compte tenu de la façon dont ce dernier avait géré l'occupation étudiante ce printemps.

Faisant bon accueil au rapport, le directeur général de l'ACPPU, James Turk, s'est dit assuré que les recommandations du comité contribueront à améliorer la liberté d'expression à York dans l'intérêt de toute la communauté universitaire.

Dans un premier temps, le comité recommande que les représentants de l'ACPPU et de l'Association du personnel académique de York rencontrent les dirigeants de l'université pour discuter des diverses façons de protéger la liberté académique et la liberté d'expression sur

le campus et de préserver la gouvernance collégiale.

Le comité préconise entre autres de réexaminer diverses politiques de l'université afin de s'assurer qu'elles ne restreignent aucunement le libre débat, la liberté de tous les membres de la communauté universitaire d'exprimer des opinions divergentes, de même que la possibilité pour les étudiants de recevoir de la formation sur l'engagement politique et la citoyenneté et de s'y exercer. À cet égard, le comité recommande également que l'université York établisse une politique claire sur le rôle et l'intervention de la police sur le campus et qu'elle diffuse par tous les moyens possibles le texte de cette politique.

Le comité recommande d'autre part à l'ACPPU de presser l'université de mettre en place des programmes détaillés de formation en leadership et d'offrir aux administrateurs de tous les niveaux et de toutes les unités le soutien nécessaire à l'acquisition des connaissances et compétences utiles qui leur permettront de s'acquitter de leurs obligations dans un contexte collégial.

Finalement, en raison des craintes et des inquiétudes dont lui ont fait part les professeurs nouvellement désignés, le comité recommande que les dirigeants de l'association du personnel académique s'engagent

dans une démarche de renouveau syndical et qu'elle cherche, par diverses stratégies de rapprochement, à donner à ses membres l'assurance que leurs droits et leurs intérêts au travail peuvent être protégés et qu'ils le seront véritablement.

« Nous saluons le travail accompli par les membres du comité et l'excellent rapport qu'ils ont produit pour le compte du Comité de la liberté académique et de la permanence de l'emploi de l'ACPPU », a déclaré M. Turk.

Il a aussi indiqué que la présidente de l'ACPPU, Penni Stewart, et lui félicitaient des résultats de la réunion qui s'est tenue à York, le mois dernier, entre l'ACPPU et les dirigeants de l'université et de l'association du personnel académique.

« Toutes les parties ont volontiers soumis aux recommandations et ont affirmé leur volonté d'aller de l'avant dans un esprit positif », a ajouté M. Turk. « Les malencontreuses expériences du passé nous auront permis de tirer des enseignements utiles pour empêcher que des problèmes du même genre ne se reproduisent à York. L'ACPPU sera heureuse de collaborer de toutes les façons possibles avec les parties à la mise en œuvre des recommandations du comité. » ■

English on page A5.



WOMEN IN THE LEAD
WOMEN'S HISTORY MONTH OCTOBER 2008

LES FEMMES EN TÊTE
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uwindsor.ca/facultypositions

NEWS ACTUALITÉS

Brandon Strike Continues



ACADEMIC staff at Brandon University were on the picket lines Sept. 29 after talks with the administration broke down earlier in the month. Faculty association president Bruce Forrest said the two sides had been in talks with a conciliator for two days before the strike deadline, but hit an impasse and negotiations were called off.

"Our members really hoped they wouldn't have to go on strike, but 84 per cent of them approved authorizing it," he said.

The 240 members of BUFA have been without a contract since the end of March. This is the fourth time in 10 years that the union has taken a strike vote as frustrations escalate over negotiations for new collective agreements.

"We believe that our member-

BUFA president Bruce Forrest (left) & vice-president Dennis Oleson on the picket lines in Brandon.

ship deserves a good salary, a good retirement plan and good health care benefits," Forrest said, adding that these are the main sticking points for BUFA along with "workload and a significant language issue relating to a policy change affecting working conditions of our members."

At press time the parties were meeting with a provincial mediator.

"We will do everything we can to avoid a prolonged labor dispute other than accepting something that we don't think is acceptable. We continue to remain hopeful that we can find a successful resolution with the university," Forrest said. ■

University of Guelph Faculty Association

JAY NEWMAN AWARD FOR ACADEMIC INTEGRITY

CALL FOR NOMINATIONS

The University of Guelph Faculty Association is calling for nominations for an important new award, open to scholars around the world. The Jay Newman Award for Academic Integrity will be given for the first time in the Fall of 2009; nominations may be submitted until May 1, 2009. The condition of the award states that "It is for the purpose of recognizing a university scholar and teacher who either at a particular time or in the course of an academic career has demonstrated combined meritorious academic achievement with noteworthy courage or compassion in the defense of academic ideals." The award is given biennially and carries a prize of \$1500.00.

The award honours the memory of Dr. Jay Newman, F.R.S.C., a distinguished member of the University of Guelph Philosophy Department whose thirty six years of service were ended by his death in 2007. The author of eleven books, he was a successful and popular teacher and an active participant in the life of the University. He was widely known as a fearless and articulate defender of academic freedom as a core value of a university, and of the rights of faculty members.

Nominations, along with any supporting material, should be sent to:
Chair, Academic Freedom Committee
University of Guelph Faculty Association
Room 535, University Centre
50 Stone Road East
Guelph, Ontario, N1G 2W1

*Faculty
Association*

Israel: Academics Sign Petition to Remove Territory Blockades

HUNDREDS of Israeli academics have signed a petition calling on their government to support academic freedom in the West Bank and the Gaza Strip by removing blockades and checkpoints impeding access to institutions of higher learning.

"It is clear there can be no real academic freedom in higher education unless it is possible to reach the institutions where one studies, teaches and carries out research," a letter sent with the petition said.

The petition authors — four faculty at Hebrew and Tel-Aviv universities — point out that academics within the State of Israel enjoy this freedom, but not those in the territories controlled by it.

"There, checkpoints, blockades, walls and fences prevent thousands of students and teachers from leading a normal academic life, and lecturers with non-Palestinian passports, who wish to teach in those institu-

tions, are prevented from staying for long enough to carry out meaningful, continuous teaching," the authors said. "Academic freedom is not divisible and cannot be selective. The State of Israel and its citizens are directly responsible for upholding that freedom."

The petition was sent to all senior faculty members in all institutions of higher education across the state. The petition has so far been signed by 407 Israeli academics.

The petition calls on the government to allow students and lecturers free access to all the campuses in the Occupied Territories, and to allow those with foreign passports to teach and study without the threat of having their visas withdrawn.

"To leave the situation as it is will cause serious harm to freedom of movement, study and instruction — harm to the foundation of academic freedom, to which we are committed," the petition said.

The authors say the next step is to submit the petition to the government.

"We are well aware that only rarely do petitions cause a change in a political state of affairs," they wrote in a statement on the petition's website. "However, we do not doubt that when there are enough people in the Israeli academic community who are prepared to voice their objection to the conditions under which their colleagues in Palestine higher education institutions have to work, and do all they can to ensure that their Palestinian counterparts have the same academic freedom that they enjoy, we shall all benefit — Israeli and Palestinian academics alike." ■

The petition and names of the signatories have been published online at www.academic-access.weebly.com.

Version française à la page A4.

CAUT PRESENTS THE SECOND NATIONAL
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 Canadian Association of
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National
 Union
 of CAUT

**The Patricia Baker Award
 for Union Activism in the
 Post-Secondary Education Sector**

The Patricia Baker Award was established in 2008 at the 3rd National Convention of the National Union of CAUT in honour and memory of Sister Patricia Baker. Sister Baker was an academic, a union activist, a feminist and a woman who worked tirelessly to make her vision of an inclusive and equitable university community a reality. Sister Baker was a member of the National Executive Board of NUCAUT until her death in December 2007. The Patricia Baker Award recognizes outstanding contributions by members of NUCAUT locals to the advancement of equity in the post-secondary community.

Criteria

The criteria used by the National Executive Board of NUCAUT are as follows:

- Candidates must be a member of a NUCAUT local
- Candidates' contributions may have benefited any or all groups of workers (faculty, students, staff) in the post-secondary education sector;
- The form of the candidates' achievements may include but are not limited to the following: organizational leadership, policy implementation, legislation, mobilization, educational initiatives or distinguished service;
- The outstanding quality of the contribution may derive from the result of a single project or activity, or in the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of equity and inclusivity in the post-secondary sector; and
- Candidates' contributions to the advancement of workers from equity-seeking groups in the post-secondary community may have been focused locally, provincially, regionally, nationally, or a combination of these.

The number and frequency of awards will be as the National Executive Board deems appropriate.

Making Recommendations for the Award

Recommendations are to include a covering letter that describes specific contributions and achievements of the nominee as they relate to the award criteria. Additional information may be gathered by the NEB as it feels necessary. Academic staff associations or unions, their committees or caucuses, other unions, including provincial federations of labour, or any other interested parties, individual or collective, are invited to submit recommendations for the Patricia Baker Award.

Recommendations should be addressed to:

President, National Union of CAUT

2705 Queensview Drive, Ottawa ON K2B 8K2

National
 Union
 of CAUT

Patricia Baker
 IN HONOUR AND MEMORY 1955-2008



NEWS ACTUALITÉS

La politique de financement malavisée du gouvernement fédéral

→ Suite de la PAGE A3

lence en recherche du Canada) et a mis davantage l'accent sur les programmes de recherche subventionnée et les partenariats publics-privés, dans le cadre notamment d'accords de financement commun avec la Fondation canadienne pour l'innovation et du programme de Centres d'excellence en commercialisation et en recherche. Naturellement, ces partenaires commencent à modérer le programme national de recherche.

La proportion de fonds cibles dans les nouvelles enveloppes allouées aux trois conseils subventionnaires fédéraux s'est accrue. Dans le budget fédéral de 2008, le financement consenti au CRSNG est destiné aux secteurs de l'automobile, de la fabrication, de la foresterie et de la pêche, et le financement accordé au CRSH est ciblé sur l'étude des effets de l'environnement et sur la recherche en matière de développement social et économique des collectivités du Nord. Quant aux fonds consentus aux IRSC, ils sont restreints à la recherche sur les priorités en matière de santé. À la longue — et le financement de base demeurant limité — la recherche thématique asphyxie les projets qui ne correspondent pas aux priorités fixées par le gouvernement et, de façon plus générale, met en péril la recherche spéculative.

Alors, que devrions-nous exiger du gouvernement fédéral? Il faut avant tout, sur le plan structurel, que les subventions générales accordées aux provinces au titre de l'éducation postsecondaire soient réévaluées du Transfert canadien en matière de programmes sociaux pour être versées dans une enveloppe de financement distincte. Le regroupement, selon la pratique actuelle, de tous les crédits d'aide à l'éducation postsecondaire au sein du « transfert social » empêche qu'un débat public soit

mené sur le financement fédéral de l'éducation supérieure.

Nous voudrions aller encore plus loin et faire en sorte que l'éducation postsecondaire soit régie par une loi qui créerait, pour le gouvernement fédéral, l'obligation d'assurer le financement de base, conformément à des lignes directrices nationales et au principe reconnaissant le caractère non lucratif de l'éducation et le droit d'y accéder pour tous ceux et celles qui ont les compétences nécessaires, quelles que soient leurs moyens. De plus, cette loi rendrait obligatoire la gouvernance collégiale et ferait prévaloir la liberté académique dans l'ensemble du système d'éducation postsecondaire. De toute évidence, nous avons besoin d'organiser un débat sur la déficience du mécanisme de financement fédéral de l'éducation supérieure, mais une telle démarche se révèle difficile si l'on ne peut, dans un premier temps, mesurer l'apport du gouvernement.

Nous trouvons également inquiétant le fait que les projets de recherche cibles de plus en plus nombreux soient en train de supplanter progressivement les projets définis par la communauté universitaire. La méthode habituelle consiste à geler les crédits disponibles (entrant ainsi des baisses réelles causées par l'inflation) pendant que l'argent frais est affecté aux priorités déterminées par le gouvernement. Nous devons obtenir du gouvernement qu'il s'engage à financer la recherche universitaire de base et non pas les objectifs des responsables politiques.

Parallèlement, compte tenu des ressources disponibles limitées, le gouvernement doit corriger le désavantage profond que subit la recherche en sciences humaines au profit de la recherche dans les domaines de la santé, des sciences et du génie. ■

CAFA Distinguished Academic Awards

Alberta Faculty Honoured for Contributions to Community

THE Confederation of Alberta Faculty Associations honored two University of Alberta faculty members during a special ceremony Sept. 18 in Edmonton.

Claude Couture, a professor of social sciences and Canadian studies at Campus Saint-Jean, a Francophone component of the U of A, and Diane Conrad, an associate professor of drama and theatre education, each received this year's CAFA Distinguished Academic Award.

The annual awards recognize academic staff members who through their research and/or other scholarly, creative or professional involvement have made exceptional contributions to the community-at-large.

Couture, described as "CSJ's most visible scholar" received the award in recognition of his 20-year contribution in developing the public profile of the university's Canadian Studies program.

Conrad, who won her award in the early career category, was recognized for her academic research and innovative work on the potential of popular theatre to transform the lives of "at risk" youth. Conrad arrived at the University of Alberta in 2004.

"The recipients are being honoured by their peers," said CAFA president Linda Bonneville in announcing the awards. "I'm delighted that we are able to recognize in this way the extraordinary contri-



CAFA award winners — Claude Couture & Diane Conrad.

butions our colleagues make to the wider community beyond the academy. The work of Dr. Claude Couture and Dr. Diane Conrad is

exemplary in this respect and worthy of celebration." ■

Version française à la page A4.

Fed's Funding Policy Misguided

→ From PAGE A3

At the same time the government increasingly promoted research through the Canada Research Chairs program (and now the new Canada Excellence Research Chairs program) and it increased reliance on sponsored research and public-private partnerships, especially via joint funding from the Canada Foundation for Innovation and the new Centres of Excellence in Commercialization and Research program. Naturally, those partners begin to shape the national research agenda.

Targeted funding has been extended in the allocation of new funds for the three federal granting agencies. In the 2008 budget, the federal government provided funding to NSERC targeted at research in the automotive, manufacturing, forestry and fishing industries and tied SSHRC's funding to studies involving the social and economic development of the north and other en-

vironmental impacts. CIHR funding is restricted to research on health priorities. Over time, with base funds fixed, directed research puts a squeeze on research that doesn't fit government priorities and, more generally, threatens curiosity-driven research.

So what should we demand from federal policy? First, at the structural level, we need the broad grants for postsecondary education to the provinces to be removed from the Canada Social Transfer and placed in a separate fund.

The current practice of lumping postsecondary support in the "social transfer" category prevents public debate over the federal financing of higher education.

We would like to go further with a Postsecondary Education Act. As envisioned by CAUT, the Act would establish a federal obligation for core funding, based on national guidelines and the principle that education should be nonprofit and available to all who qualify academically,

regardless of means. Also, it would mandate collegial governance and academic freedom throughout the post-secondary system. Clearly we need a debate about the inadequacy of federal spending on higher education, but it's hard to have such a debate when the contribution can't be measured!

On the research side our concern is that more and more directed research is gradually displacing academically-directed research. The usual mechanism is to freeze existing funds (resulting in inflation-induced real declines) while all "new money" flows to government-defined priorities. We need the government's commitment to funding for core academic research and not policymakers' goals.

At the same time, in a world of limited resources the government must rectify the dramatic disadvantage of social sciences and humanities research funding, relative to health, science and engineering. ■

L'ACPPU enquête sur l'interdiction de recherche à Kwantlen

→ Suite de la PAGE A1

Effectivement, M. Ogden a reçu plus de 140 000 \$ en dollars et intérêts après qu'il a été établi que l'Université d'Exeter, au Royaume-Uni, n'avait pas respecté son engagement

de protéger l'identité des participants à l'étude du professeur.

Les derniers envois de M. Ogden ont coïncidé avec un important débat public sur le suicide assisté dans l'État voisin de Washington. L'ancien gouverneur démocrate Booth

Gardner, atteint de la maladie de Parkinson, a lancé une initiative populaire pour la légalisation du suicide par un médecin, sur laquelle la population se prononcera en novembre prochain. ■

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Variable rate for initial 3 months. All other rates are closed.

CAREERS CARRIÈRES

SECTION

**A**

■ ACCOUNTING — Brock University. The Faculty of Business, Brock University invites applications for a tenured professorial tenure track position at the rank of Assistant Professor, effective September 1, 2009. The rank is open at all levels. All Assistant Professor, Associate Professor level dependent upon qualifications. The availability of this position is subject to final budgetary approval. Applications will be accepted on a rolling basis. Qualifications include a doctorate in accounting (completed or near completion), a commitment to quality research and to classroom teaching. All teaching assignments interests are welcome. Position features a teaching salary are commensurate with the applicant's qualifications. Brock University is located in the scenic Niagara peninsula minutes from Toronto. A stable manufacturing base in addition to expanding sectors such as wine-making and tourism provides for a dynamic, high growth area with an exceptional range of professional and recreational opportunities. The Department of Accounting is in the Faculty of Business, which has approximately 80 full-time members, including 24 in Accounting. It offers a Bachelor of Accountancy, a Bachelor of Business Administration (BBA) with an optional concentration in Accounting, a domestic and international Master of Accountancy (MACC), a domestic and International Masters of Business Administration (MBA) with an optional concentration in Accounting, and a Masters of Science in Management (MSC) with an optional concentration in accounting. The BACC, BBA, MBA and MACC have co-op options. All programs are accredited. The Faculty of Business at Brock University is AACSB accredited. The Department of Accounting is accredited by the Institute of Chartered Accountants of Ontario, the Certified Management Accountants of Ontario and Certified General Accountants of Ontario. Applications should be submitted along with curriculum vitae, samples of research, teaching evaluations (if available), and the names and addresses of three referees. Professor Allister Young, Chair, Department of Accounting, Brock University, St. Catharines, Ontario, Canada L2S 3A1. Phone: 905-688-5550 ext 3432; Email: aprecip@brocku.ca. Applications are encouraged to accommodate diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal people, members of visible minorities, persons with disabilities are especially encouraged to apply and to voluntary self identity as a member of a designated group as part of their application. Candidates who identify themselves as applicants considered as a member of one or more designated groups should fill out the Self Identification Form available at <http://www.brocku.ca/h/careers/SelfIdentification.pdf>. pdf and include it with their application. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. More information on Brock University can be found online on the university's website www.brocku.ca.

■ ACCOUNTING — University of Waterloo. The University of Waterloo invites applications for tenured or tenure-track positions in Accounting, for appointments beginning 2009. We are particularly interested in, but not exclusively, welcome applicants with teaching interests in auditing or financial reporting. Candidates for a tenured position should have established research interests in accounting theory, research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research. The Faculty of Accountancy at the University of Waterloo is entering an exciting period of growth, in which we will add 20 new faculty members over four years. We are seeking to hire 10 faculty, 10 women and 10 men, with a minimum of 20,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. The School's award-winning faculty are active researchers, using analytical experiments and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty serve on the executive boards of leading journals in the field. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. Our highly regarded endowment program attracts graduate students from around the world and across Canada. For details about our faculty and programs please visit: <http://saf.uwaterloo.ca/>. The University of Waterloo considers research a fundamental component of university teaching and learning. Please see www.uwaterloo.ca and www.academicwork.ca. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by The Intelligent Community Forum). Located an hour from Toronto, Canada's industrial and cultural capital, The University of Waterloo encourages applicants from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, please send a curriculum vitae and research sample, preference for tenure-track position, three letters of reference and a statement of teaching philosophy to the Director, c/o Lon Lauder SAF Faculty Recruitment, <http://saf.uwaterloo.ca>. Review of applications will start from September 2008 and will continue until the position is filled.

■ ACCOUNTING — Cape Breton University. Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centerpiece. Located in Sydney, CBU's major areas of academic culture include its reputation for small class sizes, strong community involvement, and strong internal support for faculty research. The Shannon School of Business at CBU delivers several diploma and degree programs, including a

BBA and an MBA-CED program. The School is seeking a collaborative individual who has the potential to perform research-oriented teaching and contribute actively to the life of the School community. CBU is accepting applications for a tenure-track position in Accounting at the rank of Assistant Professor, to begin September 1, 2009, subject to budget approval. Duties include conducting research and teaching courses in areas such as, but not limited to, financial, managerial and cost accounting, auditing, taxation, corporate finance, and management theory. Applicants should have a PhD. However, applicants with the minimum of an MBA and a professional designation in Accounting will be considered. Excellent communication skills are essential. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/

scholarly activities and service to Cape Breton University, community and profession. The unit's affiliation with the postsecondary institution is a key factor. Interested candidates should send a letter of application quoting the reference number (ACCT0809), a complete dossier including curriculum vitae, copies of academic transcripts, evidence of teaching effectiveness, and three current letters of reference (sent directly to CBU) to the Human Resources Department Cape Breton University, PO Box 5300, 1250 Grand Parade, Sydney, NS, B1P 6L2. Email: humres@cbu.ca; Website: www.cbu.ca. Applications must be received by 4:00 p.m., November 10, 2008. Email applicants will receive a return email confirming receipt. Cape Breton University is an equal opportunity employer.

p.e., a teaching dossier, and the names and contact information for three professional referees in hard copy to Professor Judith P. Wilford, Department of Archaeology and Classical Studies, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G1 by November 15, 2008. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from all qualified individuals, including all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. Aboriginal peoples are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

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B19 Accommodations

Advertising Closing Dates \ Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed CAUT Bulletin are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the Bulletin.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le Bulletin de l'ACPPU sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du Bulletin n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du Bulletin.

ISSUE \ NUMÉRO	CLOSING DATE \ DATE DE TOMBÉE	POST DATE \ DATE AFFICHÉE
September 2008 septembre	August 06 août 2008	August 20 août 2008
October 2008 octobre	September 03 septembre 2008	September 25 septembre 2008
November 2008 novembre	October 01 octobre 2008	October 30 octobre 2008
December 2008 décembre	November 05 novembre 2008	November 27 novembre 2008
January 2009 janvier	December 03 décembre 2008	December 25 décembre 2008
February 2009 février	January 07 janvier 2009	January 29 janvier 2009
March 2009 mars	February 04 février 2009	February 26 février 2009
April 2009 avril	March 04 mars 2009	March 26 mars 2009
May 2009 mai	April 01 avril 2009	April 30 avril 2009
June 2009 juin	May 06 mai 2009	May 28 mai 2009

Advertising Rates (Section B)

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1 Special category rates apply only to non-career advertising such as housing, call for papers, courseware, conferences & events.

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4-colour (CMYK) +\$700

Preferred position (display ads) +10%

Agency commission (print-ready display ads)^{††} 15%

If 4-colour & position charges combined.

Publisher's Statement

The CAUT Bulletin will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where bona fide race reasons are exempt from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the CAUT office with a copy of the relevant legislation. The CAUT Policy Statement on Academic Freedom (www.acppu.ca/pages.asp?name=27&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The CAUT Bulletin thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict for in fact restricted academic freedom.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view on academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. NW, Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aau.org.

Applications will start from September 2008 and will continue until the position is filled.

■ ACCOUNTING — Cape Breton University. Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism centerpiece. Located in Sydney, CBU's major areas of academic culture include its reputation for small class sizes, strong community involvement, and strong internal support for faculty research. The Shannon School of Business at CBU delivers several diploma and degree programs, including a

Tarifs publicitaires (Section B)

OFFRES D'EMPLOI

Grandes annonces 65 \$/pouce-colonne

Annonces classées 1,20 \$/mot

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Annonces classées 0,50 \$/mot

Ajout d'une image ou d'un graphique +25 \$

† Les tarifs de cette catégorie s'appliquent aux annonces autres que les offres d'emploi (p. ex. logement, didacticiels, conférences, événements).

AUTRES FRAIS

Quadrachromie +700 \$

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Commission d'agence (prêts pour l'impression)^{††} 15 %

†† Accordée sur les frais liés à la quadrachromie et à l'emplacement.

Déclaration de l'éditeur

Le Bulletin de l'ACPPU n'accorde ni les publicités des établissements post-secondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions, ou d'affiches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient ouverts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ou discriminatoire visant à moins ou à empêcher certaines personnes de se présenter à la recherche des droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration épousant ces raisons. L'annonce des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?name=27&lang=1) reflète les priorités clés de cette organisation. Le comité de rédaction du Bulletin de l'ACPPU se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où le tenor de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté économique (ou restreindre en fait celle-ci).

Le Bulletin accepte les offres d'emploi à l'étranger du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'Américaine Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. De nos lois en matière, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. NW, Washington, DC 20005-3465; tel: (202) 737-5900, ou de visiter www.aau.org.

Comment mettre une annonce

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Adresser la correspondance et les questions à la coordonnatrice de la publicité

Les publicités imprimées sont affichées gratuitement sur TRAVAILACADEMIQUE.CA.

CAREERS CARRIÈRES

■ ART HISTORY — University of Toronto Scarborough: Applications are invited for a tenure-stream position at the rank of Assistant Professor in Modern and Contemporary Visual Culture. The successful candidate will have a Ph.D. in Art History from a Canadian or international university. The application deadline is October 22, 2008. The University of Toronto is strongly committed to diversity within its community and especially encourages applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who are able to contribute to the further diversification of its staff. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada are given priority.

■ ASTROPHYSICS — Canadian Institute for Theoretical Astrophysics (CITA): CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to offer one or more Research Associate positions for three to five years duration. The starting date will be 1 September, 2009. The ideal candidate will have an excellent research record in astrophysics and postdoctoral experience. Funds will be available for travel and salary during the term of the fellowship. Salary will be commensurate with qualifications and experience. The University of Toronto is a tri-campus university with a unitary Graduate Division. The Department of Art, which is a teaching-intensive faculty within the University of Toronto with an interdisciplinary commitment and a multicultural student body speaking a wide range of languages, offers a variety of opportunities for research, teaching, and networking and live in one of the most diverse cities in the world. Additional information on the Department can be found at www.uts.utoronto.ca. Applications should apply online at www.jobs.utoronto.ca/faculty.htm (Internal Exploration PC number: 60094). Please ensure that you include a statement of publication, a current curriculum vitae, a writing sample and teaching materials. Three letters of reference should be sent directly to Professor William R. Kenner, Chair, Department of Humanities, University of Toronto Scar-

borough, 1265 Military Trail, Toronto ON, M1C 1A4, Canada. Reference letters and large documents may also be submitted electronically to william.kenner@utoronto.ca. The deadline for applications is October 22, 2008. The University of Toronto is strongly committed to diversity within its community and especially encourages applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who are able to contribute to the further diversification of its staff. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada are given priority.

■ ASTROPHYSICS — Canadian Institute for Theoretical Astrophysics: Postdoctoral Research Fellowships begin September 1, 2009 are being offered at the Canadian Institute for Theoretical Astrophysics. A PhD in any field of physics or astronomy is required. Previous experience in astrophysics is preferred. Applications are encouraged to apply; however, Canadians and permanent residents of Canada are given priority. All applicants for senior research associate positions will also be considered automatically for postdoctoral fellowships. We please check www.uts.utoronto.ca for details. Applicants unable to access the web should mail a curriculum vitae, statement of research interests and arrange for three letters of recommendation to be sent to: Dr. William R. Kenner, Acting Director, CITA, McLennan Labs, 60 St. George Street, Toronto, Ontario, Canada, M5S 3H8. The deadline for applications and letters of reference is November 15, 2008. Candidates unable to do this, should send a curriculum vitae, statement of research interests and arrange to have 3 letters of recommendation sent to: Dr. William R. Kenner, Acting Director, CITA, McLennan Labs, 60 St. George Street, Toronto, Ontario, Canada, M5S 3H8. The deadline for applications and letters of reference is November 15, 2008. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, Aboriginal peoples and persons with disabilities.

Canada, the Institute provides partial support for Canadian students or closely related fields at Canadian universities other than the University of Toronto, through its National Fellowship program. The responsibility for identifying and recruiting students lies with the individual Fellow who will work at a given university. Faculty at Canadian universities may submit nominations. The deadline for these nominations is January 15, 2009. If you are interested to apply in September 2009, please contact us. If you are interested in applying for CITA National Fellowship, please visit www.uts.utoronto.ca and click on "Working at CITA" for more information.

■ BIOLOGY — University of Western Ontario: Applications are invited for a 3-year Limited Term position in Biology commencing January 1, 2009. As a minimum, the preferred qualifications include a Ph.D. in a relevant field, and appropriate training in University level teaching. The successful applicant will be expected to contribute to the department's teaching load, to be involved in research and provide evidence of his/her ability to teach at the undergraduate level. The successful candidate will be responsible for participating in the teaching of courses in general biology, including topics such as cell biology, molecular biology, ecology, and statistics and experimental design. Applications, including a curriculum vitae and names and addresses of three referees, may be sent to Dr. Michael J. G. Pocock, Department of Biology, The University of Western Ontario, London, Ontario, N6A 5B7. Applications for this position will be accepted until December 30, 2008, or until a suitable candidate is found. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and values diversity. Applications from visible minorities, Aboriginal people and persons with disabilities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of equity and non-discrimination. Both men and women are encouraged to apply. Measures of merit will be based on measures of merit and qualifications as outlined in the Saint Mary's University Collective Agreement. A complete application will include a CV, a description of teaching philosophy, a teaching portfolio, a discussion of teaching philosophy and other relevant documentation, including names, addresses and email contacts for at least three people who can supply a letter. Please submit your application to Dr. Michael J. G. Pocock, Department of Biology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The review of applications will begin on October 31, 2008 and will continue until the position is filled.

■ BUSINESS ADMINISTRATION — University of Guelph: The Department of Business at the University of Guelph invites applications for one tenure track position in the area of accounting or information systems at the rank of Assistant Professor. Responsibilities of this position include instruction in the undergraduate commerce program and the pursuit of scholarly research. The University of Guelph is an equal opportunity employer and is particularly interested in candidates with an enrollment of more than 18,000 students. It is located in Guelph, Ontario (population of approximately 120,000) and is a short-hour drive west of Toronto. The Department of Business is a member of the newly formed College of Management and Economics. Applicants should have (or near completion of) an earned degree in accounting or information systems and related fields, with an emphasis on upgrading its infrastructure mainly through



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Tenure Track Positions Official Languages and Bilingualism Institute

The Official Languages and Bilingualism Institute (OLBI) of the University of Ottawa invites applications for two tenure track positions commencing on July 1, 2009.

POSITION IN APPLIED LINGUISTICS OR SOCIOLOGY OF LANGUAGE

The successful candidate will hold a Ph.D. in Applied Linguistics or Sociology of Language (or a related field), with one or more of the following specialities: teaching second or foreign languages to adults; the application of technologies in second language teaching; and, language planning and policy. The candidate will be able to teach graduate and undergraduate courses in his or her area(s) of specialization. In addition to teaching, the position requires research supervision of students and the development and direction of research projects. Preference will be given to candidates with university level teaching experience, who have a strong research program and publication record and who have been successful in obtaining grants. This is a tenure-track position with rank at the Assistant Professor level or higher, according to qualifications and experience.

PROFESSOR AND COORDINATOR, LANGUAGE TESTING SECTION

The successful candidate, an expert in the theoretical and practical aspects of language testing and language program evaluation, will have the mandate to lead OLBI in establishing its role at the forefront of language assessment in Canada. Required qualifications include (1) a doctorate with a strong measurement and evaluation component in a relevant field such as second language teaching or second language acquisition; (2) evidence of excellence in teaching, (3) potential for attracting external funding, and (4) skills in working collaboratively and with diverse populations. An established research agenda and publication record related to language assessment, second language program evaluation, and second language acquisition will be required. Responsibilities include teaching undergraduate/graduate courses in second language testing and program evaluation, supervising MA and PhD students, collaborating in the development and validation of proficiency tests in English and French within a bilingual context, and providing vision and leadership for the research work related to the testing activities of OLBI. In addition, the person accepting this position will carry out a robust personal research program, seek external funding, and participate in the activities of professional organizations. This is a tenure-track position with rank at the Associate Professor level or higher, according to qualifications and experience.

Please forward a cover letter, curriculum vitae, copies of recent publications as well as three confidential letters of recommendation sent under separate cover to:

**Richard Clément, Director and Associate Dean
Official Languages and Bilingualism Institute, University of Ottawa
600 King Edward Ave., Ottawa ON, K1N 6N5
Tel: 613-562-5359; Fax: 613-562-5126
E-mail: Richard.Clement@uottawa.ca**

Deadline for applications: December 1st, 2008.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Equity is a University of Ottawa policy: Aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply. In order to promote a representative workplace as it specifically relates to OLBI, men are also being encouraged to apply.

Salary is determined in accordance with the APUO Collective Agreement.

The University of Ottawa is justly proud of its 150-year tradition of bilingualism. Through its Official Languages and Bilingualism Institute, the University provides training to staff members and to their spouses in their second official language. At the time of tenure, professors are expected to have the ability to function in a bilingual setting.

Postes menant à la permanence Institut des langues officielles et du bilinguisme

L'Institut des langues officielles et du bilinguisme de l'Université d'Ottawa (ILOB) recherche deux professeur(e)s pour des postes menant à la permanence. La date d'entrée en fonction est prévue pour le 1er juillet 2009.

PROFESSEURE/PROFESSEUR, LINGUISTIQUE APPLIQUÉE OU SOCIOLOGIE DU LANGAGE

Le candidat devra détenir un doctorat en linguistique appliquée ou en sociologie du langage (ou dans un domaine connexe) dans l'une ou l'autre des spécialisations suivantes: l'enseignement des langues secondes ou étrangères aux adultes, l'application des technologies de pointe à l'enseignement des langues et l'aménagement linguistique. La personne choisie sera capable d'enseigner des cours de premier, deuxième et troisième cycles dans son domaine de spécialisation. En plus d'une charge d'enseignement, le poste comprend la supervision des projets de recherche des étudiants ainsi que le développement et la direction de projets de recherche. La préférence sera donnée aux candidats ayant une expérience de l'enseignement au niveau universitaire, un solide programme de recherche et de publication et qui ont démontré leur capacité à obtenir des subventions de recherche. Ce poste mène à la permanence et pourrait être comblé à un rang plus élevé que celui de professeur adjoint, selon les qualifications et l'expérience.

PROFESSEURE/PROFESSEUR ET COORDONNATRICE/COORDONNATEUR, SECTEUR DE L'ÉVALUATION DES COMPÉTENCES LANGAGIÈRES

La personne choisie, chef de file dans les dimensions théoriques et pratiques de l'évaluation des compétences langagières et celle des programmes de L2, aura comme mandat d'amener l'ILOB à s'établir clairement comme acteur de premier plan dans le domaine de l'évaluation langagière au Canada. Les exigences requises comprennent (1) un doctorat avec une importante composante en mesure et évaluation dans un champ pertinent tel que l'enseignement ou l'acquisition de la langue seconde; (2) un dossier d'excellence en enseignement; (3) la capacité d'obtenir des subventions externes; (4) l'habileté démontrée pour le travail en équipe ainsi qu'avec des populations diverses. Un dossier de recherches et de publications en évaluation langagière, en évaluation de programmes de L2 ou en acquisition de la L2 sera considéré comme indispensable. Les fonctions comprennent une charge de cours en évaluation des langues et celle des programmes aux niveaux des premier, deuxième et troisième cycles, la direction de candidats à la M. A. et au Ph. D., et la participation à l'élaboration et à la validation de tests de compétence en français et en anglais dans un contexte bilingue. La personne choisie devra faire preuve de vision et de leadership dans les domaines de recherche reliés aux activités d'évaluation de l'ILOB. De plus, elle devra développer son propre programme de recherche, faire des demandes de subventions et participer aux activités d'organismes professionnels. Ce poste mène à la permanence et pourrait être comblé à un rang plus élevé que celui de professeur agrégé, selon les qualifications et l'expérience.

Prière d'adresser sa lettre de candidature, un curriculum vitae, une copie des publications récentes et trois lettres de recommandation confidentielles, envoyées sous pli séparé, à:

**M. Richard Clément, Directeur et Doyen associé
Institut des langues officielles et du bilinguisme, Université d'Ottawa
600 avenue King Edward, Ottawa (Ontario) K1N 6N5
Tél.: 613-562-5359; Téléc.: 613-562-5126
Courriel: Richard.Clement@uottawa.ca**

Date limite pour la soumission des candidatures : le 1er décembre 2008.

Toutes les personnes qualifiées sont invitées à poser leur candidature. Toutefois, cette offre s'adresse de préférence aux citoyens canadiens et aux résidents permanents. L'Université d'Ottawa soucieux aux principes d'équité et elle encourage les Autochtones, les membres des minorités visibles et les personnes handicapées à poser leur candidature. Dans le cas particulier de l'ILOB, afin de créer un milieu de travail représentatif, les hommes sont encouragés à postuler.

Le salaire est déterminé selon les dispositions de la convention collective de l'APOU.

L'Université d'Ottawa est fière, avec raison, de sa tradition de bilinguisme, vieille de plus de 150 ans. Par l'entremise de l'institut des langues officielles et du bilinguisme, l'université offre aux membres de son personnel et à leurs conjoints la possibilité de suivre des cours pour parler leurs connaissances de leur seconde langue officielle. Au moment de leur permanence, les professeurs sont tenus de pouvoir fonctionner dans un milieu bilingue.

CAREERS CARRIÈRES

must have a recognized accounting designation (CMA or CA preferred), proven teaching experience at the post-secondary level and practical business experience. This position would be ideal for someone with a passion for accounting who is interested in helping the Department grow our offerings in this area. Applications must include a curriculum vitae, a list of teaching interests, a teaching philosophy statement and a sample lesson plan.

CHEMISTRY – Carleton University Applications are invited for a tenure-track faculty position at the level of **Assistant Professor** in the **Chemistry Department** at Carleton University. We are particularly interested in individuals with expertise in the area of Food Science and Nutrition. Applications are accepted at any time, and the recruitment process will continue until the position is filled. The successful candidate will have demonstrated excellence and commitment in both teaching and research, will be expected to develop a strong independent research program, teach undergraduate courses and participate in the administration of a new program, Food Science and Nutrition. The Department of Chemistry is fully family friendly and offers several strengths in all areas of chemistry, as well as biochemistry. The Department of Chemistry offers both undergraduate honours programs and graduate programs at the Masters and PhD levels. Carleton is located in Ottawa, the capital of Canada and a major center of advanced technology research and development. For more information about the Carleton University and the Department of Chemistry, visit our website at www.chm.carleton.ca.

research-oriented H.A., language, Speech and Hearing Clinic, which includes the provincially funded *twoTALK* and *Infant Hearing Program*. Within Audiology, specialized services include audiological, pediatric audiological, amplification and geriatrics. Within Speech and Language Pathology, the clinic provides specializedizations in preschool speech and language, speech and language disorders in school-age children, and adult and adolescent communication disorders. Faculty at the National Centre for Audiology, a major hearing research centre located in the Hearing Health Sciences area is also the home of the National Centre for Audiology, a major hearing research centre located in the Hearing Health Sciences area. Faculty in the Audiology and Speech-Language Pathology in the Department of Communication Sciences and Disorders are cross-appointed to the National Centre for Audiology. The effective date of

of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and international students will receive priority consideration. **PHYSICAL** - Brook University, Department of Chemistry at Brock University invites applications for a tenure track position in Analytical Chemistry or in closely related areas. Applications will be considered at the Assistant Professor level with individuals with post-doctoral experience. Except for the appointment is January 1, 2004. Interested applicants should send a letter of application outlining relevant clinical, research, teaching and administrative experience, a copy of their curriculum vitae, a copy of their curriculum vitae and the names, addresses and contact information for three referees to Dr. J.Y. Dongre, Director, School of Communication Sciences and Disorders, Room 1510 Life Sciences building, The University of Western Ontario, London, Ontario N6A 3K7.

tional components will be considered at the time of application. The University of Waterloo is an equal opportunity employer and welcomes applications from all qualified individuals. We particularly encourage women, members of visible minority groups, Aboriginal peoples, persons with disabilities, and persons of diverse sexual orientations and gender identities to apply for employment opportunities at the University of Waterloo.

asset. Applications should send a CV, a detailed research proposal including plain-language summary and budget, with clearly-stated equipment needs, and a teaching dossier (including teaching evaluations) to Dr. Jennifer Atkinson, Chair, Faculty Search Committee, Department of Chemistry, Brock University, 500 Glenridge Avenue, St. Catharines, Ontario, Canada L3S 3A1. E-mail: jatkinson@brocku.ca. The candidates must be fluent in Spanish and English.

new Archaeology at the assistant professor level to begin August 1, 2009. The Department of Anthropology invites applications from scholars whose research centers on material expressions of social identity that cut across boundaries, including class, gender/sexuality, age, ethnicity, or kinship, as expressed in complex societies of pre-imperial and/or Imperial China. Candidates should be prepared to teach undergraduate and graduate courses in East Asian archaeology, contemporary archaeological theory, Chinese material culture, and/or epigraphy; to develop a research program in China and have a strong commitment to research and publication; and to contribute to the teaching of other disciplines of historical archaeology. The position has been made possible by a grant by the Henry Luce Foundation. A PhD in hand is expected to be strongly considered to teach at the graduate level and equally welcome applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who can contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be prioritized.

COMMUNICATION SCIENCES & DISORDERS
DEPARTMENT OF COMMUNICATION SCIENCES & DISORDERS
of the Faculty of Health Sciences
of the University of Western Ontario invites applications
for one externally funded faculty position
(up to 2 years, renewable) as a clinical
lecture/supervisor in Audiology. Academic rank and salary will be commensurate with
teaching, research and clinical interests.
The University of Victoria is an equity employer.

and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University's student body. All candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadian and permanent residents will be given priority. Applications must include a curriculum vitae and the names and contact information of three referees. Applications must be submitted by December 31, 2008. Send to Dr. John H. McRae, Department of Educational Psychology and Leadership Studies, Faculty of Education, University of Victoria, PO Box 3010 STN CSC, Victoria, BC V8W 3X7, Canada or eadsjuc@uvic.ca, fax 250-721-7760, toll-free 1-877-721-6190, <http://www.edu.uvic.ca>.

EAST ASIAN STUDIES & SOCIOLOGY — University of Toronto. The Faculty of Arts and Science, University of Toronto invites applications for a tenure-track appointment at the rank of Assistant Professor in Asian Modernities, starting July 1, 2009. This position is a 49% appointment in the Asian Institute and a 51% appointment in either the Departments of East Asian Studies or Sociology. The successful applicant will be a research and teaching centre located in the Munk Centre for International Studies, specializing in all geographical areas of Asia, including, among others, Southeast and Northeast Asia (see www.utoronto.ca/arts/studies/east-asian-studies). The program emphasizes a comparative inquiry into the past and present of contemporary issues in both Southeast and East Asia. Further information about the Department of East Asian Studies and the

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ECONOMICS – University of Waterloo
The Department of Economics at the University of Waterloo expects to fill at least five tenure or tenure-track positions over the next three years. Candidates for professor or associate professor positions are required to have an major journal publication record and excellence in research supervision. The Department will consider junior candidates, particularly those with some years of experience, demonstrating excellence in teaching. All faculty include the responsibilities of international trade/finance. All candidates must demonstrate excellence or the potential for excellence as teachers. The University of Waterloo is committed to ensuring that qualified individuals – including women, members of visible minorities, native peoples, and persons with disabilities. All qualified individuals are encouraged to apply; however, women, members of visible minorities, aboriginal peoples, and persons with disabilities will be given priority. Send your application, including three references and a leave search, by regular mail to: Dr. John Bullock, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario N2L 3G1, West, Waterloo, Ontario N2L 3G1. The Department will begin the interview process 1 November 2008, and will continue this process until all positions are filled.

FINANCIAL ECONOMICS – Simon Fraser University – Vancouver, BC
The Department of Economics is seeking applications for a tenure-track POSITION AT THE RANK OF ASSISTANT PROFESSOR, AND COMMENCING JULY 1, 2009. The Department of Economics is interested in candidates with a specialization in Labour Economics, Regional Economic Development, or Energy Economics. However, exceptional candidates in other areas of financial economics will be considered. Duties include undergraduate and graduate (Masters level) teaching and research. THE POSITION DOES NOT REQUIRE A COMPLETED DOCTORAL DEGREE. WE ARE LOOKING FOR APPLICANTS WHO HAVE NOT RECEIVED THEIR DOCTORATE BY NOVEMBER 1, 2008, OR MAY NOT HAVE RECEIVED IT BY JULY 1, 2009.

THOMPSON RIVERS UNIVERSITY

KAMLOOPS, BC

Thompson Rivers University Seeks Deans for Two Divisions

On Rivers University (TRU): British Columbia's fourth largest university, a uniquely comprehensive institution built on over 35 years of excellence in postsecondary education and research. The main campus is located in Kamloops (pop. 85,000); a prosperous city located between Vancouver and in the heart of the southern BC interior, offering world class tourism, over 2,000 hours sunshine annually, and excellent cultural, social and economic opportunities. New facilities were also recently opened at the regional campus in Williams Lake.

Indeed, 10,000 students attend TRU's programs on their three campuses each year, including over 1,100 international students from about 40 countries, and over 700 First Nations/Aboriginal students. Another 15,000 students register for distance and on-line courses. TRU offers a broad range of program options, including undergraduate and graduate university degrees, career diplomas and certificates, trades training, and university preservice. For more information go to www.tru.ca/president/sstrategic_plan.html. TRU's strategic plan is available at www.tru.ca/president/sstrategic_plan.html.

Dean of Tourism

The School of Tourism provides outstanding leadership for the tourism industry through its teaching and research programs in tourism management, trains internationally recognized professionals in adventure studies, and produces award-winning chefs, meal industry leaders and other associated food specialists. The scope and quality of the programs, and the excellent resources, geographic location and partnerships with industry provide outstanding opportunities for students and faculty and place the School of Tourism as a key provider of the knowledge, service and training needed to address the many emerging challenges in tourism and related industries. For more information on the School and its programs go to www.tu.ca/tourism.

TRU seeks a strong, innovative and entrepreneurial leader to guide the School of Tourism as it builds on its strengths within the University environment. Candidates for the Deanship should hold the most senior degree in their discipline and bring a strong record of success in teaching, program development and implementation, academic administration, and nationally-recognized contributions to areas relevant to the study of tourism. They will also possess the strong managerial, interpersonal and communication skills needed to foster excellence and innovation in others, and the demonstrated ability to develop and promote strong relationships with students, staff, government, industry, and community groups.

Dean of Trades and Technology

The School of Trades and Technology is a dynamic and innovative division of TRU, delivering comprehensive training in apprenticeship, entry-level and degree programming through traditional and flexible learning options. Excellent facilities and strong partnerships with school districts, industry, and the community provide outstanding opportunities for students, faculty and staff. Interdisciplinary collaborations with other academic divisions within the University have resulted in unique programs and research opportunities. For more information on the School and its programs go to www.lnu.ca/trades.

TRU seeks a strong, innovative leader to guide the School of Trades and Technology as it builds on its strengths within the University environment. Candidates for the Deanship must hold a trade qualification, a baccalaureate degree, and preferably a Master Degree in an area relevant to the academic leadership of the School. They will bring a strong record of success in teaching, program development and implementation, academic administration, and nationally-recognized contributions to the knowledge of their discipline or the way it is taught. They will also possess the strong interpersonal and communication skills and the experience needed to foster excellence and innovation in others, and the demonstrated ability to develop and promote strong relationships with students, staff, government, industry, and community groups.

The review of applications will begin in early Fall 2008, but applications will be accepted until the position is filled. Documentation should include a covering letter of introduction, curriculum vitae and the names of at least three references.

Please send applications to Dr. Mark Evered, Provost & Vice President Academic, Thompson Rivers University, Box 3010, 900 McGill Road, Kamloops, BC V2C 5N3 (or E-mail: smal@tru.ca). In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. TRU is committed to the principles of employment equity. We will communicate with all who



CAREERS CARRIÈRES

In research and teaching, and an interest in contributing to our French-speaking community. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accountancy and Finance is experiencing rapid growth, in terms of both students and faculty members over four years; in 2008, we will add over 50,000 square feet of new classroom space. We offer a stimulating environment for research, teaching, and promote intellectual curiosity and growth. Finance faculty members produce theoretical and empirical research on asset pricing, corporate finance, derivatives, investment management, and more. Our faculty are associated with the Institute for Quantitative Finance and Insurance, which coordinates research activities in financial mathematics and actuarial science at the University. For further information visit <http://www.iqf.uwaterloo.ca>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada. The School offers undergraduate and graduate programs in financial management and accounting, along with a Master's program in Finance in collaboration with the Department of Statistics and Actuarial Science, and an MPA program. Detailed information on these programs may be found at <http://sat.uwaterloo.ca>. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

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GEOGRAPHY — University of Toronto. The Department of Geography and the Centre for Environment, University of Toronto, invite applications for a joint tenure-stream appointment in geography and environmental science. Areas of research experience include energy and climate change, natural resource studies, governance but we encourage applications from all qualified individuals with environmental interests. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2009. Salary will be commensurate with qualifications and experience. The appointee will be expected to contribute to teaching in the undergraduate, Masters' and博士 programs in the Department of Geography and Centre for Environment. The successful candidate must have a PhD in geography, environmental or a closely related field, a record of research or high-quality scholarly research and publication, and a demonstrated commitment to excellence in teaching. Any inquiries about the position should be sent to the Chair, Department of Geography and Centre for Environment. The application should be submitted on the Department of Geography website at <http://www.geog.utoronto.ca>, and on the Centre for Environment at <http://www.environment.utoronto.ca>. Please submit your application online at <http://www.jobs.utoronto.ca/career/>. To access the ad, select 'review your academic positions' and search job number 0800834, or keywords 'geography and environment'. Applications must be submitted online, we will not accept hard copy applications. These may be mailed to: Professor Virginia W. MacLaren, Chair, Department of Geography and Program in Environment, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada, M5S 3G3. Applications should include a curriculum vitae, a statement outlining current and future research interests, teaching evaluations, publications, and materials relevant to teaching experience. Applicants should also ask three referees to write letters directly to Professor MacLaren. Review of applications will begin on June 15, 2008. All inquiries should be received by November 14, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minorities, Aboriginal persons, persons with disabilities, and others who contribute to the further diversification of our institution. The University of Toronto is an equal opportunity employer and particularly welcomes applications from Aboriginal, Canadian, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach courses in areas of interest to one of many diverse cultures in the world. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

FRENCH — McMaster University. The Department of French at McMaster University invites applications for a tenure-track appointment in French literature and/or French Caribbean literatures and cultures at the rank of Assistant Professor to commence July 1, 2009. The current minimum salary is \$56,941 per annum. McMaster University is a mid-sized, intensive university, and the Department of French has both undergraduate and graduate (MA) degree programs. The successful candidate will have a PhD and demonstrate evidence of teaching and research in a clearly defined research program which will result in publication. In an academic year, the successful candidate will teach five one-semester courses at a level appropriate to the needs of students in French, French language and Franco-African and Caribbean literatures and cultures. She/he will also be expected to contribute to all aspects of the Department's undergraduate and graduate programs in the area of French. Graduate students in "Françophones et francophones" will be considered. Applicants should send a letter of application, together with a curriculum vitae, three letters of reference, teaching dossier, a sample of their work (e.g., an article or chapter in a book, dissertation, maximum 25 pages) to: Dr. Marouissa Haljukowski-Ahmed, Chair, Department of French, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4J9. Applications received by October 31, 2008, will be assured of full consideration. Applicants should arrange for three letters of reference and all transcripts to reach the Department of French. All documentation submitted in support of your application becomes the property of the University and is not returnable. For further information on the Department of French visit <http://www.mcmaster.ca/french/>. If no qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to ensuring that its community is representative, balanced and to recruit a diverse faculty and staff. Accordingly, the University especially encourages applications from women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

FRENCH LITERATURE — University of Western Ontario. The Department of French Studies in the Faculty of Arts and Humanities at The University of Western Ontario invites applications for a probationary (tenure-track) appointment (at the rank of Assistant Professor) in French literature of the 19th century. The duties of the position include teaching in the area of French literature and graduate students. The ideal candidate will have teaching experience, a PhD, an excellent research and publication record in this area. Excellence in literary theory will be an asset. This successful candidate will have native or near-native proficiency in French. The position begins July 1, 2009 and is subject to budgetary approval. Please send a curriculum vitae and two letters of reference by e-mail to Dr. Jeff Tawnay, Chair, Department of French Studies, The University of Western Ontario, London, Ontario, N6A 3K7, before November 15, 2008. The successful candidate will be required to provide oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is an equal opportunity employer and employment equity and women's studies applications from all qualified women and men, including visible minorities, Aboriginal people, and persons with disabilities.

FRENCH STUDIES — University of Waterloo. The Department of French Studies invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor, commencing August 1, 2009. The successful candidate will have a PhD in French Studies, with a specialization in early modern French literature (Middle Ages to 17th century inclusively), as well as a solid knowledge and practice of research, editing, translating, and translating of literary texts. Candidates should have a native or near-native knowledge of French and a good command of English. Duties will include participation in the departmental and institutional activities, including those of graduate and undergraduate courses. Canada's most innovative university, the University of Waterloo offers immeasurable opportunities for professional and personal development. With the Faculty of Arts, the Department of French Studies forms a dynamic community dedicated to excellence in research and teaching at a high level. Applications, including a cover letter, curriculum vitae, three con-

fidential letters of recommendations, and evidence of teaching effectiveness, should be sent directly no later than December 15, 2008 to Dr. Françoise Paré, Chair, Department of French Studies, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Fax: (519) 885-1554. E-mail: françoise.pare@uwaterloo.ca. Qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

Tenure-Track Positions Faculty of Arts

**MEMORIAL
UNIVERSITY**

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to nearly 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. With over 185 regular faculty members in 15 academic departments and a wide variety of interdisciplinary major, minor and diploma programs, the Faculty of Arts offers breadth, depth and diversity. Counting around 5000 students with declared majors or minors, and with strong graduate programs, the Faculty is committed to providing solid teaching and research support to new appointees. The Faculty of Arts houses, among other units, the Institute of Social and Economic Research (ISER), ISER Books and the Digital Research Centre for Qualitative Fieldwork. It is also home to outstanding archival collections, including the Maritime History Archive, the Folklore and Language Archive and the Native Language Archive. Memorial's Queen Elizabeth II Library has excellent holdings with the most extensive collection of journals in the region. Please see <http://www.mun.ca/arts/>. NOTE: All applications should quote the appropriate position number as listed in each case.

The Tenure-Track positions listed below will normally commence July 1, 2009, subject to budgetary approval, and will be made at the rank of Assistant Professor. All positions normally require a completed doctoral degree in the appropriate discipline. A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree). Letters of application should be sent to the Head of the appropriate department, accompanied by a current curriculum vitae, a teaching dossier, the names and addresses of three persons who can supply a letter of reference, **and such additional materials as may be specified below**. The application must provide evidence of excellence in teaching and research. Applications should reach the Head no later than November 10, 2008.

Department of Economics Position #: VPA-ECON-2008-002

The Department of Economics is seeking applications for a tenure-track position. The Department is particularly interested in candidates with a specialization in Labour Economics, Regional Economic Development, or Energy Economics, however, exceptionally qualified candidates in other fields will be considered. Duties include undergraduate and graduate (Masters level) teaching and research. Letters of application should be sent to Dr. Noel Roy, Head, Department of Economics, Memorial University of Newfoundland, St. John's, NL, Canada, A1C 5S7; Phone: (709) 737-8248; Fax: (709) 737-2049; email: nroyle@mun.ca. Information about the department can be found on the department's web pages at <http://www.mun.ca/econ/home/>.

Department of French and Spanish Position #: VPA-FREN-2008-001

Le Département d'études françaises et hispaniques de l'Université Memorial sollicite des candidatures à un poste menant à la permanence. Le département recherche une(e) candidat(e) détenteur le doctorat (ou sur le point de le terminer) et pouvant démontrer un souci d'excellence dans l'enseignement et la recherche: toutes les spécialisations seront considérées, mais plus particulièrement les suivantes: français langue seconde et linguistique appliquée (développement et co-ordination de cours et de programmes), études culturelles et cinéma de la francophonie. Les candidatures comprendront un *curriculum vitae* à jour, un dossier pédagogique et les noms et adresses de trois répondants. Adresser à Monsieur Magessa O'Reilly, directeur, Département d'études françaises, Memorial University of Newfoundland, St. John's NL, A1B 3X9; Téléphone : (709) 737-7636. Courriel : moreilly@mun.ca ou french@mun.ca.

Department of Geography Position #: VPA-GEOG-2008-001

The Geography Department invites applications for a position in Climatology. The successful candidate will be expected to teach at the undergraduate and graduate levels and should demonstrate commitment to excellence in teaching and research. Candidates should be engaged in an active research program. Applicants can learn more about the Geography Department at <http://www.mun.ca/geog>. A current *curriculum vitae*, a teaching dossier and the names and addresses of three persons who can supply a letter of reference should accompany letters of application. Applications should be directed to Prof. Karyn Butler, Interiro Head, Department of Geography, Memorial University of Newfoundland, St. John's, NL, Canada, A1B 3X9; Phone: (709) 737-7417; Fax: (709) 737-3119; Email: kgbutler@roun.ca.

Department of History Position #: VPA-HIST-2008-002

The Department is seeking applications for a tenure-track position in the field of Canadian history, specialisation open. The person appointed to this position will be expected to teach at all levels of the undergraduate and graduate curriculum including the supervision of honours and graduate students. Applicants are expected to have a Ph.D. and show evidence of commitment to both scholarship and teaching. Letters of application, *current curriculum vitae*, a teaching dossier, two examples of written work, and the names of three persons who can supply a letter of reference (as our request), should be mailed or faxed to: Dr. Chris Youé, Head, Department of History, Memorial University of Newfoundland, St. John's, NL, Canada, A1C 5S7; Fax: (709) 737-2164; Electronic Mail: cyoue@mun.ca. Applicants can learn more about the History Department at: <http://www.mun.ca/history/>.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

if you can learn to read,
you can learn to do, and be, anything.
visit us online at codecan.org

code
read. learn. live.

Department of History Position #: VPA-HIST-2008-003

The Department is seeking applications for a tenure-track position in the field of Atlantic World history, specialisation open. The person appointed to this position will be expected to teach at all levels of the undergraduate and graduate curriculum including the supervision of honours and graduate students. Applicants are expected to have a Ph.D. on taking up the appointment and to show evidence of commitment to both scholarship and teaching. Letters of application, current *curriculum vitae*, a teaching dossier, two examples of written work, and the names of three persons who can supply a letter of reference (as our request), should be mailed or faxed to: Dr. Chris Youé, Head, Department of History, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1C 5S7; Fax: (709) 737-2164; Electronic Mail: cyoue@mun.ca.

Department of Philosophy Position #: VPA-PHIL-2008-001

The Department of Philosophy invites applications for a tenure-track position. Area of Specialization: Ancient Philosophy. Area of Competence: Open. The successful candidate will be expected to teach at the undergraduate and graduate levels and should demonstrate **excellence** in teaching and research. Candidates should be engaged in an active research program. Applications should include a CV, together with a statement of research interest, a teaching dossier, two writing samples and the names of 3 referees. Please send applications to: Dr. J. Bradley, Head, Department of Philosophy, Memorial University of Newfoundland, St. John's, NL, A1C 5S7. Phone: (709) 737-8336; fax (709) 737-2187; email: jbradley@mun.ca.

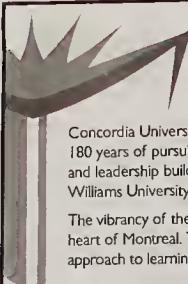
Department of Political Science Position #: VPA-POSC-2008-002

The Department of Political Science seeks to fill a tenure-track position in International Relations. The successful candidate will have a Ph.D. (or close to completion) and a well-developed program of research. The candidate should have begun a career in scholarly publishing. The appointee will be expected to carry out an independent research program yielding significant peer-reviewed publications, to compete successfully for external funding to support this research program, to teach effectively in undergraduate courses in Political Science, and to engage in effective teaching and supervision of graduate students. Applications should include: 1) a letter of application; 2) a detailed *curriculum vitae*; 3) a statement of teaching interests; 4) a statement of the candidate's ongoing or proposed research program; 5) a sample of scholarly writing; 6) teaching evaluations or other evidence of teaching effectiveness; 7) and the names and addresses of three referees. Letters of application should be forwarded to: Dr. Roger Levy, Professor and Head, Department of Political Science, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X9; Fax: (709) 737-4000; E-mail: hknapp@mun.ca.

Department of Sociology Position #: VPA-SOCI-2006-001

The Department of Sociology invites applications for a position in one or more of the following areas: deviance and social control, health, social inequality, culture. The person appointed will be able to demonstrate excellence in both teaching and research and will have a strong record of scholarly achievement. The successful candidate will be prepared to teach honours and graduate students. Please forward a letter of application, a *curriculum vitae*, a teaching dossier, and the names and addresses of three persons who can supply a letter of reference, as well as two examples of written work (either published or unpublished, but at least one example single authored) to: Dr. Anthony Micucci, Head, Department of Sociology, Memorial University of Newfoundland, St. John's, NL, A1C 5S7; Phone: (709) 737-7443; Fax (709) 737-2075; Email: amicucci@roun.ca.

CAREERS CARRIÈRES



Concordia University

Concordia University's reputation as one of Canada's most dynamic and innovative universities has its roots in over 180 years of pursuing academic excellence and student success. This tradition of individual empowerment, discovery and leadership building was developed by the University's founding institutions—Loyola College and Sir George Williams University—and continues to advance new expressions with local, national and global relevance.

The vibrancy of the Concordia community mirrors and grows out of its urban and multicultural environment in the heart of Montreal. This openness to the world and to new ideas inspires the University to develop an international approach to learning, research, and social responsibility.



Faculty of Engineering and Computer Science

Celebrating Excellence, Innovation and Professionalism

Concordia University's **Faculty of Engineering and Computer Science** is one of the "G15" major engineering schools in Canada. In the last ten years, it has achieved the highest growth rate of engineering schools in Canada in both graduate and undergraduate enrolment and has one of the youngest professoriate among engineering schools in the country. It has established a strong Canadian and International reputation in research and development. The dynamism and energy of the school is reflected in the new state-of-the-art EV Building complex housing faculty, students, and research facilities. Candidates who like to engage in a challenging and dynamic learning environment are invited to apply for the following tenure-track positions to the Faculty's promising future.

The Faculty of Engineering and Computer Science offers our multi-cultural student body a vast choice of exciting programs, courses and cutting edge research opportunities in a high quality learning environment equipped with outstanding state-of-the-art facilities. Please send your application to the appropriate department contact by email or c/o **Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8**. Applications should consist of a letter of intent, current curriculum vitae, a list of publications, a statement of teaching philosophy and interests, evidence of teaching effectiveness, a statement of interests and achievements and copies of recent publications. Applicants should provide the names of three referees. The candidates are expected to develop a strong externally funded research program, supervise M.A.Sc., Ph.D. students and excel in teaching at graduate and undergraduate levels. Only short-listed candidates will be notified. Electronic applications are preferred.



BUILDING, CIVIL AND ENVIRONMENTAL ENGINEERING (BCEE)

The Department of Building, Civil and Environmental Engineering, invites applications for two tenure-track faculty positions in Transportation Engineering and Building Engineering.

Transportation Engineering applicants must possess a Ph.D. in Civil Engineering and have a proven track record in pavement design and surveying. Industrial and practical design experience are desirable.

Building Engineering applicants must have a Ph.D. in Building or related engineering disciplines with expertise in one or more areas: Lighting/daylighting, Building Acoustics, Built Environment, Sustainable Building Technologies.

Dr. S. Alkass, Chair, BCEE
alkass@bcee.concordia.ca
www.bcee.concordia.ca

Applicants must hold a Ph.D. degree in Computer Engineering or Electrical Engineering.

Dr. C.W. Truman, Chair, ECE
kim@ece.concordia.ca
<http://www.ece.concordia.ca>

GENERAL STUDIES UNIT (GSU)

Applications are invited for a tenure-track faculty position, in the area of Engineering Professionalism and Ethics. Applicants must possess a Ph.D. and the basic degree in Engineering so as to qualify as Professional Engineer in Canada. Their ability to collaborate with other engineering professors in the Faculty in developing relevant courses and conducting research are essential. The successful candidate is expected to develop a strong externally funded research program. Also, strong commitments to the supervision of graduate students and to excellence in teaching at both the graduate and undergraduate levels are expected.

Preference will be given to candidates who have proven skills in teaching and research.

Dr. T. Radhakrishnan, Chair, GSU
dirienzo@gsu.concordia.ca
http://lens.cs.concordia.ca/Faculty/General_Studies_Unit.htm

MECHANICAL AND INDUSTRIAL ENGINEERING (MIE)

Applications are invited for two full-time, tenure-track faculty positions: one in Mechanical Engineering Design and the other in Aerospace Structural Engineering.

Mechanical Engineering Design candidates should have a Bachelor's and a Ph.D. degree in Mechanical Engineering.

Aerospace Structural Engineering candidates should have a Bachelor's degree in Mechanical or Aeronautical Engineering or similar engineering disciplines with a Ph.D. degree in a related area.

Dr. M.D. Pugh, Chair, MIE
miechair@encs.concordia.ca
<http://www.mie.concordia.ca>



CONCORDIA INSTITUTE FOR INFORMATION SYSTEMS ENGINEERING (CIISE)

Applications are invited for one tenure-track position in the area of Lean Engineering. Applicants must possess a Ph.D. degree in one of the following disciplines: Industrial, Mechanical, Electrical, Computer, Building or Civil Engineering.

Candidates must possess a strong expertise in Lean Engineering concepts with background in Information Technology. Successful candidates are expected to provide strong leadership and conduct research in their respective discipline. In addition to research, duties include: teaching/developing undergraduate/graduate courses within the Faculty of Engineering and Computer Science.

Dr. M. Debbabi, Director, CIISE
director@ciise.concordia.ca
<http://www.ciise.concordia.ca>



ELECTRICAL AND COMPUTER ENGINEERING (ECE)

Applications are invited for two tenure-track faculty positions in the area of Computer Engineering: one in Real-time Systems (Hardware) and the other in Digital Circuits.

Subject to budgetary approval, we anticipate filling these positions by **July 1, 2009**, at the Assistant, Associate, or full Professor Level. Applicants must hold a Ph.D. degree. Relevant industrial experience is an asset as is knowledge of French. Membership or eligibility for membership, in a Canadian professional engineering association is required. Review of applications will begin immediately and will continue until the positions are filled. All applications should reach departments no later than **November 1, 2008**.

All inquiries about specific positions should be directed to the appropriate department contact.

For all additional information, please visit our Website at <http://encs.concordia.ca>

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.



CAREERS CARRIÈRES

Faculty of Arts and Science

Home to 26 departments, colleges, schools and institutes, the Faculty of Arts and Science is leading Concordia University to the forefront of research and graduate education in Quebec and Canada. Recognized for innovative research in the sciences, the humanities, and the social sciences, the Faculty invites applications for the following tenure-track positions. Please send your application to the appropriate departmental contact to **Concordia University, 1455 de Maisonneuve Blvd. W, Montreal, QC, H3G 1M8**. Applications must consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of teaching philosophy/interests, a statement of research achievements, and evidence of teaching effectiveness. Candidates must also arrange to have three letters of reference sent directly to the departmental contact.

APPLIED HUMAN SCIENCES

The Department of Applied Human Sciences invites applications for one tenure-track position in either Group Dynamics/Group Process or Community Development. Applicants must have a PhD in a relevant social science discipline. Successful candidates are expected to maintain an active research profile and pursue external funding. French proficiency is an asset. For the position in Group Dynamics/Group Process: A scholar/practitioner whose research and practice inform graduate/undergraduate coursework in group dynamics, working in effective task groups, and leadership in small groups. Advanced training in group intervention/process consultation is desirable. For the position in Community Development: A scholar/practitioner whose research and practice inform coursework and student supervision in social and organizational development in community; an emphasis on issues related to youth/family is an asset. Experience building and maintaining university-community collaborations is desirable.

Dr. Lisa Ostiguy, Chair

Department of Applied Human Sciences

ostiguy@alcor.concordia.ca

<http://ahsc.concordia.ca>

completed PhD; the ability to teach at the undergraduate and graduate levels; and should be committed to research.

Dr. William Sims, Chair, Department of Economics
ECONJOBS@alcor.concordia.ca
<http://economics.concordia.ca>

EDUCATION

The Department of Education invites applications for one tenure-track position in Applied Linguistics, in the area of language testing/evaluation. The candidate should have experience in research and teaching in at least two of the following areas: teacher supervision, research methodologies, and curriculum development. A functional knowledge of French would be an asset and is required of candidates who indicate teacher supervision as an area of expertise.

Dr. Richard Schmid, Chair, Department of Education
schmid@education.concordia.ca
<http://education.concordia.ca>



EXERCISE SCIENCE

The Department invites applications for one tenure-track position in Clinical Exercise Physiology. We welcome all applicants with expertise in advancing the clinical/therapeutic approaches to the study of health and disease, especially in the areas of nutritional sciences as well as cardiovascular and neuromuscular diseases. In addition to excellent teaching, the candidate will be required to establish a strong record of research activity including publications and external funding. Post-doctoral experience preferred.

Dr. Robert D. Kilgour, Professor and Chair
Department of Exercise Science
kilgour@alcor.concordia.ca
<http://exsci.concordia.ca>



JOURNALISM

The Department of Journalism invites applications for one tenure-track position in History of Journalism. Candidates for the position must be able to teach courses related to journalism history at the undergraduate and graduate levels, as well as journalism production workshops. Ideal candidates will have a PhD, five years of journalism experience, university teaching experience and a research portfolio in at least one of these areas: journalism history, political economy, new journalism forms. E-mail applications will not be accepted.

Dr. Mike Gasher, Director, Department of Journalism
gashm8590@yahoo.ca (inquiries only)
<http://journalism.concordia.ca>



MATHEMATICS EDUCATION

The Department of Mathematics and Statistics invites applications for a tenure-track position in Mathematics Education. Candidates must have an MSc in Mathematics and a PhD in either Mathematics Education or Mathematics, a proven record of research in Mathematics Education, and be qualified to teach graduate courses in Mathematics Education and supervise Masters and PhD theses in this area.

Dr. Harold Propp, Acting Chair
Department of Mathematics and Statistics
propp@alcor.concordia.ca (inquiries only – e-mail applications will not be accepted)
<http://www.mathstat.concordia.ca>

PSYCHOLOGY

The Department of Psychology invites applications for one tenure-track position in our APA- and CPA-accredited Clinical Psychology program. We seek applicants whose research investigates specific psychopathologies or health problems, although all applications from clinical or health researchers will be considered. Applicants must have a PhD from an APA- or CPA-accredited program (or equivalent). Applicants should have a demonstrated potential to build a high-quality clinical and/or health research program and an interest in clinical training.

Dr. Jean-Rach Laurence, Chair, Psychology Department
psychair@alcor.concordia.ca
<http://psychology.concordia.ca> (for complete information)

SCHOOL OF COMMUNITY AND PUBLIC AFFAIRS

The School of Community and Public Affairs, a bilingual interdisciplinary school, invites applications for one tenure-track position for a new undergraduate Major Program in First Peoples Studies to be implemented in stages beginning in the fall of 2009. The successful applicant will be expected to teach and play a leadership role in the development of this program. Applicants must demonstrate a strong research and teaching profile, and experience in curriculum development and implementation. French language competency or a willingness to learn French is an asset.

Dr. Eric Shragine, Principal
School of Community and Public Affairs
ericsh@alcor.concordia.ca
<http://scpa-eapc.concordia.ca>

CLASSICS, MODERN LANGUAGES AND LINGUISTICS

The Department of Classics, Modern Languages and Linguistics invites applications for one tenure-track position in Spanish. Applicants must have a PhD or ABD status in Hispanic Linguistics. The ideal candidate will have proven excellence in research and teaching in the field of Applied Linguistics in Spanish, and native or near-native fluency in Spanish and English.

Dr. Mark Hale, Chair
Department of Classics, Modern Languages and Linguistics
hale1@alcor.concordia.ca
<http://artsandscience1.concordia.ca/cmll>

COMMUNICATION STUDIES

The Department of Communication Studies invites applications for one tenure-track position in Intermedia. The Department seeks an intermedia artist/researcher to conduct creative research, teach, and supervise students. The ideal candidate will have an MFA or PhD in a related field and a professional portfolio of creative work; and will be a practitioner theorist. We especially welcome critical feminist approaches. Areas of research could be, but are not limited to: interactivity, photography, performance, minorities and social networking, and mobile technologies.

Rae Staseson, Chair, Department of Communication Studies
Rae.Staseson@concordia.ca
<http://artsandscience1.concordia.ca/comm/>

ECONOMICS

The Department of Economics invites applications for one tenure-track position. While all fields will be considered, we have a special interest in candidates who specialize in applied/empirical economics (including Behavioral/Experimental Economics, Labour Economics, Financial Economics, International Economics and Industrial Organization), econometrics and macroeconomics. Applicants should have a completed or nearly

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2009. Appointments at a more senior level may also be considered for some of the positions advertised. Unless otherwise stipulated in the descriptions on our website, candidates for all positions should have a PhD. Review of applications will begin immediately and will continue until the positions are filled. All applications should reach departments no later than November 17, 2008. All inquiries about specific positions should be directed to the appropriate departmental contact. For additional information, please visit our website at <http://artsandscience1.concordia.ca/>.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

CAREERS CARRIÈRES

John Molson School of Business

The John Molson School of Business (JMSB), is Canada's largest English speaking business school and is AACSB accredited. A full range of programs are offered at the undergraduate and graduate levels (MBA, Executive MBA, MBA/CFA, MSc and PhD).

More information about the school can be found at www.johnmolson.concordia.ca

We invite applications for the following tenure-track positions at the rank of Assistant, Associate or Full Professor, effective July 1, 2009.

DEPARTMENT OF ACCOUNTANCY

The Accountancy Department has nearly 30 full-time faculty members and is one of the largest in the country having an established record of excellence in professional accounting education and academic research.

Requirements: A doctoral degree (completed or near completion) with concentration in Accounting. A commitment to research and scholarly publications and teaching in any of the following areas: financial accounting, managerial accounting, auditing or taxation, mainly at the undergraduate level. The normal course load is four courses per year. The regular academic terms are 13 weeks long, and start in September and January. Courses are also offered during the summer term on an accelerated basis.

For any question please contact Dr Dominic Peltier-Rivest or send your application package as soon as possible (i.e., cover letter, resume, statement of research interests and teaching philosophy, teaching evaluations, official Ph.D. transcript, working papers, and three sealed reference letters) but no later than February 2nd 2009, to:

**Dr. Dominic Peltier-Rivest, Professor and Chair
Department of Accountancy
drvist@jmsb.concordia.ca**



Salaries are competitive and commensurate with qualifications and experience. These positions are subject to budgetary approval and are available until filled. The search is open to all ranks. However, for the assistant professor rank, a PhD in hand is required for the tenure-track appointment prior to the appointment date of July 1, 2009.

All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

Mailing address: John Molson School of Business, Concordia University
1455 De Maisonneuve Boulevard West, Montreal, Quebec, H3G 1M8, Canada
Tel.: 514-848-2424 | johnmolson.concordia.ca

DEPARTMENT OF DECISION SCIENCES - MIS

Applications are invited for one tenure-track appointment in the area of Supply Chain Operations Management (SCOM),

The successful candidate is expected to conduct research in SCOM and teach at the undergraduate (new SCOM major) and graduate levels. Areas of teaching required (all specific to the supply chain area) are: logistics, planning and control, simulation and technology management. Candidates must also provide evidence of teaching effectiveness.

Three reference letters should be forwarded by the referees to the e-mail address below. Review of applications will start immediately and will continue until the position is filled. Only the short listed candidates will be contacted.

Please send, in electronic format, a cover letter, curriculum vitae, teaching evaluations, copies of recent publications and any other supporting documentation by December 1, 2008 to:

**Dr. Fossali Nebèbe, Professor and Chair, Department of Decision Sciences & MIS
dsmis@jmsb.concordia.ca**

DEPARTMENT OF FINANCE

The Finance Department is seeking qualified applicants for tenure-track and visiting positions. Appointments will be made up to the rank of Professor based upon qualifications and experience.

Qualifications are a PhD, a strong orientation to academic research and evidence of excellent teaching. For ranks above Assistant, applicants should have a strong research record and relevant experience. The primary areas of interest are Mathematical Finance and Derivatives, Fixed Income, Financial Institutions and Markets, International Finance, Corporate Finance, Investments and Real Estate. Other areas will also be considered.

Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, MSc, and/or PhD levels. An interest in developing pedagogical materials using an investment lab/trading room would be an asset. Teaching in the Investment Management MBA and Executive MBA Programs is also encouraged. Applicants will be expected to teach up to two courses per term and to be active in research.

Applications should be submitted by December 1, 2008. Please send applications, including a curriculum vitae, a statement of teaching and research interests, teaching evaluations, recent papers and three letters of reference to:

Dr. Sandro Bettarini, Chair, Department of Finance, Suite GM 300 59; phone ext. 2783. The Department will acknowledge all applications, however only short-listed candidates will be contacted further. Please note that electronic submissions will not be accepted.

DEPARTMENT OF MANAGEMENT

CSR/Sustainability

Applications are welcome for a tenure track position (rank open) in CSR/Sustainability to begin July 2009 located in the Management Department of JMSB. The department is looking for candidates with a research focus on relevant CSR/Sustainability topics and a disciplinary background in strategy & organization or international business. The successful candidate should also possess high quality teaching skills and demonstrate initiative in curriculum development.

The Department of Management and JMSB provide a superior institutional infrastructure for scholarship in CSR/Sustainability. The school is currently building a critical mass for CSR scholarship, with a growing core group of researchers not just in the Management Department, but also in Accounting. JMSB will move into its new, LEED certified building in 2009, and funding has been secured for a Senior Distinguished Professorship in

Sustainability. JMSB is one of the first 100 signatories to the recent UN-initiated Principles for Responsible Management Education, and enjoys strong business as well as student support for research, programs, and courses in CSR/Sustainability. Academic programs at JMSB are ranked near the top of the Aspen Institute's Beyond Gray Pinstripes and Corporate Knights. Concordia University houses a student-led organization for realizing sustainability projects, will soon found a Centre for Excellence of Research in Sustainability and Sustainability Programs, and has included 'sustainability' as a key area of its strategic signature. Requirements: Qualifications include PhD in hand or anticipated, evidence of strong research record or potential and evidence of teaching ability. Rank and salary are commensurate with qualifications. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and persons with disabilities.

Application procedure: Qualified candidates should forward statements of teaching and research interests, curriculum vitae, teaching evaluations [if available] and three letters of reference by email to **Professor Kai Lamertz at klamertz@jmsb.concordia.ca** no later than October 15, 2008. The subject line of your email should read CSR/Sustainability Position. Application files will be shared with departmental faculty. For more information about the position contact Professor Lamertz.

Entrepreneurship

Applications are welcome for a tenure track position (rank open) in Entrepreneurship to begin July 2009 in the Management Department of JMSB.

The department is particularly interested in candidates with a research focus in a mainstream entrepreneurship field including but not limited to new venture creation, technology-based start-ups, family business, international entrepreneurship, strategic entrepreneurship, social entrepreneurship, and minority issues in entrepreneurship. The successful candidate should also possess high quality teaching skills in entrepreneurship and the secondary area in either strategy or international business. An interest in interacting with practitioner communities is an asset.

The Department of Management and JMSB house several entrepreneurship related centers & institutes including: The Institute for Community Entrepreneurship and Development, The Institute for Governance of Private and Public Organizations, Centre for Small Business & Entrepreneurial Studies, Family Enterprise Research Conference (FERC). Prominent entrepreneurship scholars in the Management Department include a CIBC Distinguished Professor of Entrepreneurship and Family Business and the incoming Editor of the Family Business Review.

Requirements: Qualifications include PhD in hand or anticipated, evidence of strong research record or potential and evidence of teaching ability. Rank and salary are commensurate with qualifications. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities, and persons with disabilities.

Application procedure: Qualified candidates should forward statements of teaching and research interests, curriculum vitae, teaching evaluations [if available] and three letters of reference by email to **Professor Stéphane Brutus at brutus@jmsb.concordia.ca** no later than October 15, 2008. The subject line of your email should read Entrepreneurship Position. Application files will be shared with departmental faculty. For more information about the position contact Professor Brutus.



CAREERS CARRIÈRES

Faculty of Fine Arts

Concordia University's Faculty of Fine Arts is unique in Canada. We offer, in a single faculty, an unparalleled range of visual and performing arts programs across nine departments and three research institutes, a vibrant cross-disciplinary environment, and exceptional state-of-the-art facilities. Our acclaimed faculty, whose passion for teaching and research is the cornerstone of our reputation, are committed to integrating new technologies with traditional media and historical fine arts practices. We invite applications for the following tenure-track positions.

FILM ANIMATION AND FILM STUDIES

The Mel Hoppenheim School of Cinema invites applications for two tenure-track positions, one in Film Animation and one in Film Studies. The Animation program is seeking a creative animation filmmaker to teach at the undergraduate level, actively pursue their research as a filmmaker and perform administrative duties. They should possess an MFA and be familiar with a wide range of animation production methods, 2D and/or 3D, celluloid and digital film. The successful Film Studies candidate will hold a PhD and be expected to teach general and specialized film studies courses at the undergraduate and graduate levels as well as develop individual or group research projects in Film and Moving Image Studies. Additional responsibilities include service and administrative assignments. Details: <http://www.concordia.ca/about/jobopportunities/faculty/foa/>

ART THERAPY AND MUSIC THERAPY

The Department of Creative Arts Therapies invites applications for two tenure-track positions to teach graduate-level courses, one in Art Therapy and one in Music Therapy. Candidates must have a record of excellence in teaching, extensive clinical experience, an established background in academic research and theory, the ability to attract external funding from major granting agencies, and demonstrated committee service and administrative skills. Preference will be given to candidates at the PhD level. In Art Therapy, the candidate must have professional registration as an Art Therapist (ATR). In Music Therapy, the position requires professional certification as an accredited music therapist (MTA). Details: <http://www.concordia.ca/about/jobopportunities/faculty/foa/>

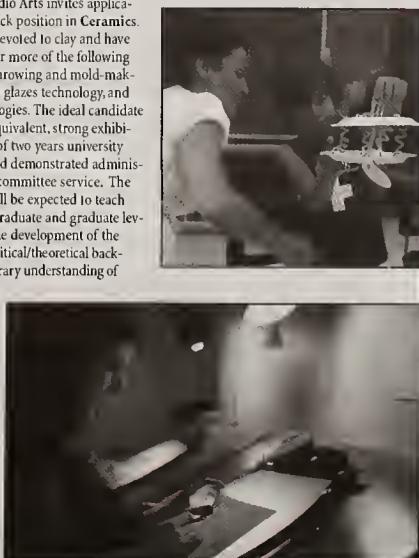
DESIGN

The Department of Design and Computation Arts invites applications for one tenure-track position in Design. The preferred candidate will have expertise in the area of graphic design, print and/or typography. In addition to teaching at both the undergraduate and graduate levels, the candidate will be asked to help develop our program of collaborative and cross-disciplinary design research. The ideal candidate has an MFA, MA, PhD, or equivalent; research/studio design practice; teaching experience at the university level; administrative experience and committee work at the university level; and familiarity with the local professional design community. Details: <http://www.concordia.ca/about/jobopportunities/faculty/foa/>

CERAMICS

The Department of Studio Arts invites applications for one tenure-track position in Ceramics. Candidates should be devoted to clay and have technical skills in one or more of the following areas: hand-building, throwing and mold-making processes, clays and glazes technology, and digital imaging technologies. The ideal candidate possesses an MFA or equivalent, strong exhibition record, minimum of two years university teaching experience, and demonstrated administrative experience and committee service. The successful candidate will be expected to teach Ceramics at the undergraduate and graduate levels and participate in the development of the curriculum. A strong, critical/theoretical background and a contemporary understanding of both extended and discipline-based approaches to ceramics practice are required.

<http://www.concordia.ca/about/jobopportunities/faculty/foa/>



Please consult our website for further information and application instructions for each position: <http://www.concordia.ca/about/jobopportunities/faculty/foa/>

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, by July 1, 2009. Appointments at a more senior level may also be considered. Review of applications will begin immediately and will continue until the positions are filled. All applications should reach departments no later than November 17, 2008. All inquiries about specific positions should be directed to the appropriate departmental contact.

All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

Concordia University
Fine Arts

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 2,200 faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF ARTS

Tenure-Track Positions

In the Departments of Economics, English, International Studies, Journalism, Political Science, Psychology, and Sociology & Social Studies.

Term Positions

In the Departments of French, International Languages, Journalism, and Sociology & Social Studies

FACULTY OF BUSINESS ADMINISTRATION

Tenure-Track Positions

In the areas of Accounting/Taxation, Business Ethics, Finance, Human Resource Management/Organizational Behaviour, International Business, Marketing, and Operations Management

FACULTY OF FINE ARTS

Tenure Track Position

In the Department of Music

FACULTY OF SCIENCE

Tenure-Track Position

In the Department of Biology (Microbiology)

For detailed descriptions on these positions, please visit www.uregina.ca/hr/recruitment



UNIVERSITY OF
REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

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Concordia University Principal Simone de Beauvoir Institute

Concordia University's Faculty of Arts and Science invites applications for the position of Principal of its Simone de Beauvoir Institute. This internationally known pioneering institute focuses on Concordia University's teaching, research and co-curricular activities in the field of Women's Studies. We are seeking a senior scholar of national and/or international reputation in Women's Studies.

The successful candidate should be bilingual (English/French), have administrative experience in a university setting and preferably should be familiar with Quebec. The key responsibilities of the Principal are to administer the Institute on a daily basis; to consolidate and further develop our undergraduate Women's Studies programs; to develop graduate programs in Women's Studies; to strengthen the research component of the Institute; and to foster outreach activities of the Institute both within and outside the academic community.

A tenured or tenure-track appointment at the professor or associate professor level will be considered according to the qualifications of the applicant.

Deadline for applications is December 1, 2008. Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests, and three letters of reference. Please direct all applications and inquiries about the position to:

Dr. Chantal Maillé, Interim Principal

Simone de Beauvoir Institute

Concordia University

1455 de Maisonneuve Blvd. W.

Montréal, Québec

H3G 1M8

cmaille@cor.concordia.ca (inquiries only – e-mail applications will not be accepted)

<http://artsandscience.concordia.ca/wsdb>

Subject to budgetary approval, we anticipate filling this position for July 1, 2009. Review of applications will begin immediately and will continue until the position is filled.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

UNIVERSITÉ
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www.concordia.ca

CAREERS CARRIÈRES



Carleton
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the opportunities

If you are seeking a dynamic environment in which to launch or further develop your academic career, explore the opportunities at Carleton, Canada's Capital University. Carleton University is recognized for excellence in research and scholarship, and seeks to recruit top-notch faculty to advance this reputation. The University offers an intellectual and collaborative community of scholars, a strong infrastructure of support for applied and theoretical research, as well as an inclusive and collegial culture that values both your individual expertise and your personal aspirations.



FACULTY POSITIONS AVAILABLE

Arts and Social Sciences

- Assistant Professor, College of the Humanities (*Greek and Roman Studies*)
- Assistant Professor, College of the Humanities (*Religion: Islam in the Modern World*)
- Assistant Professor, College of the Humanities (*Religion: Islam*)
- Assistant Professors (2), English (*Contemporary British Literatures; Literatures of Australia, New Zealand, and the Pacific Rim, Modernist Literature*)
- Assistant Professor, Canadian Studies (*Québec Studies*)
- Assistant Professor, History (*Canadian History*)
- Assistant Professors (2), School for Studies in Art and Culture (*Film Studies*)

Engineering and Design

- Assistant or Associate Professor, Azrieli School of Architecture and Urbanism (*Director, Immersive Media Studio*)
- Assistant Professor, Azrieli School of Architecture and Urbanism (*Architecture*)
- Assistant Professor, Electronics (*Sustainable and Renewable Energy Engineering*)
- Assistant Professor, Mechanical and Aerospace Engineering (*Mechanical Engineering Aspects of Environmentally Responsible Energy Generation, Conversion, Utilization*)
- Assistant Professor, Systems and Computer Engineering (*Sustainable and Renewable Energy Engineering*)
- Associate Professors (2), Industrial Design

Public Affairs

- Assistant Professor, Economics (*Financial Economics*)
- Assistant Professor, Economics (*Macroeconomics*)
- Assistant Professor, Criminology and Criminal Justice (*Law*)
- Assistant Professors (2), Journalism and Communication (*Communication*)
- Director, School of Social Work

Science

- Assistant Professor, Mathematics and Statistics (*Applied Analysis*)
- Assistant Professor, Chemistry (*Food Science and Nutrition*)
- Assistant Professor, Physics (*Theoretical and Particle Physics*)

Sprott School of Business

- Assistant Professor, Accounting
- Assistant Professors (2), Business Management (OT) and Strategy
- Assistant Professor, Finance
- Associate Professor, Marketing
- Assistant Professor, International Business
- Assistant Professor, Operations Management/Management Science

Located in Ottawa, Ontario, Carleton University takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's foremost universities in many areas of study. With 800 full-time faculty, 1,200 teaching assistants, and close to 1,000 administrative staff supporting over 24,000 students, including some 3,000 graduate students, Carleton offers a vibrant work and learning community.

Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity.

For details on faculty positions available
at Carleton, please check out our website:

carleton.ca/facultyrecruitment

CAREERS CARRIÈRES

Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3; fax: 902-420-5141; e-mail: history@smu.ca Applications will be reviewed beginning October 1, 2008. Although candidates of all nationalities are encouraged to apply, preference may be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employ-

ment equity. Rank and salary will be commensurate with experience and qualifications as outlined in Saint Mary's University Collective Agreement.

■ HISTORIAN – University of Toronto Scarborough Applications are invited for a full-time position at the rank of Lecturer in History, Department of Humanities, University of Toronto Scarborough (UTSC), to begin July 1, 2009. Appointments at the rank of Lecturer may be renewed annually to a maximum of five years. In the fifth year, tenure-track appointment to Associate Professor or Professor is subject to review based on a recommendation made by the candidate. The position may also involve a coordinating role. In addition, the appointee will have the opportunity to teach courses in History, English, and French. Although the field remains open, some preference will be given to candidates in the history of the Caribbean, Latin America, the Middle East, and/or Africa. The successful candidate will be part of a history discipline at UTSC and will find opportunities for research and teaching interests in writing in Humanities, the UTSC Writing Centre, and in writing programs across the university. Salary will be commensurate with qualifications and experience. UTSC is a research-intensive facility within the University of Toronto. Interested applicants must be a member of a multicultural student body speaking a wide range of languages. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Further information about the position can be found at www.uts.utoronto.ca/~hurdy/index.html. Applicants should apply online at www.uts.utoronto.ca/~hurdy/apply.htm and PC required. Job number 800940. Please ensure that you include a letter of application, a current curriculum vitae, a writing sample and teaching materials, including a copy of your teaching philosophy, a teaching dossier, course syllabi, and a teaching portfolio. Applications are to be submitted by October 20, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from women, members of visible minorities, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

tributions and/or publications would be an asset. The successful candidate will develop and teach a core undergraduate and graduate seminar in History, and will be expected to advise a research thesis. The position may also involve a coordinating role. In addition, the appointee will have the opportunity to teach courses in History, English, and French. Although the field remains open, some preference will be given to candidates in the history of the Caribbean, Latin America, the Middle East, and/or Africa. The successful candidate will be part of a history discipline at UTSC and will find opportunities for research and teaching interests in writing in Humanities, the UTSC Writing Centre, and in writing programs across the university. Salary will be commensurate with qualifications and experience. UTSC is a research-intensive facility within the University of Toronto. Interested applicants must be a member of a multicultural student body speaking a wide range of languages. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Further information about the position can be found at www.uts.utoronto.ca/~hurdy/index.html. Applicants should apply online at www.uts.utoronto.ca/~hurdy/apply.htm and PC required. Job number 800940. Please ensure that you include a letter of application, a current curriculum vitae, a writing sample and teaching materials, including a copy of your teaching philosophy, a teaching dossier, course syllabi, and a teaching portfolio. Applications are to be submitted by October 20, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from women, members of visible minorities, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

Applicants will receive consideration for employment in accordance with the principles of equal opportunity and diversity. The University of Toronto is an equal opportunity employer. The University of Toronto is a non-smoking environment. The University of Toronto is committed to the principles of equity and diversity. We welcome applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

research and leading institution dedicated to achieving the highest standards of scholarship. Located in Ottawa, Canada, Carleton takes full advantage of the outstanding resources found in the nation's capital and has earned itself a reputation as one of Canada's leading universities in several areas of study. The University is constantly striving to develop new and innovative programs to help students succeed. Ottawa, the fourth largest city in Canada and in Canada, is a vibrant and growing community that prides itself on its exceptional quality of life. As Canada's capital, and seat of its federal government, Ottawa is a place steeped in history and tradition, yet one that looks to its future. Over the past 50 years, Ottawa has successfully transformed itself into a global technology centre. At the heart of Ottawa's magnetism today is its extraordinary ability to bring together people enjoy in this safe, clean, and inviting region. The Ottawa region's services and natural treasures allow the citizens to enjoy unparalleled opportunities for recreation and prosperity. Applicants should send a letter of interest stating academic and pedagogical goals; curriculum vitae; five samples of published work (peer-reviewed preferred); detailed teaching dossier; and a digital submission on www.smu.ca clearly identifying personal and student work; three letters of reference. Application deadline: October 1, 2008, or until filled. Applications can be submitted to hr@smu.ca. Thomas Garfett, Director, School of Industrial Design, Carleton University, 1215 Colonel By Drive, Ottawa, Canada K1S 5B6; Tel: +1-613-520-5674; Fax: +1-613-520-5665; Email: thomas.garfett@carleton.ca. All qualified candidates are encouraged to apply. Carleton University is strongly committed to fostering diversity within its community as a source of strength, innovation, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ IMMUNDILGY – University of Western Ontario

The Department of Microbiology & Immunology invites applications for a tenure-track position in the area of Clothier Design. Hiring will be at the rank of Assistant or Associate Professor, commensurate with qualifications and experience. The department offers a BSc in Human Ecology with majors in Textiles and Clothing and Family Ecology; a combined BSc/BEd; and a course-based Masters degrees with Specializations in Textiles and Clothing, Family Ecology and Practices, and Aging; and a PhD degree in Human Ecology. The Department is home to the Proteve Clothing and Equipment Research Facility, the Material Culture Institute, and the Clothing and Textiles Collection, which comprises over 18,000 artifacts representing nearly 250 years of history from West African and modern cultures. For further information see <http://www.uwo.ca/uibiology.ca/hecol/>. Key responsibilities of the position include: 1) establishing an independent research program in the area of garment product design/analysis; design and technology; women's wear; menswear; or related area; 2) teaching undergraduate courses in design, clothing design, and fashion; 3) teaching graduate courses in design, clothing design, and fashion; 4) supervising graduate students. Applications must have: 1) a PhD in Human ecology, clothing design, apparel and textiles, or other relevant field; 2) a successful record of research in design and design related topics such as material culture of dress, design history, sustainable/ethical design, or functional design; 3) demonstrated teaching experience; 4) a record of publication in a collaborative working style that is a good fit with the Department of Human Ecology. The preferred start date is January 1, 2009, but the competition will remain open until a suitable candidate is found. To apply, please submit a cover letter that addresses the focus of your scholarship, curriculum vitae, teaching dossier, sample teaching evaluations, and a research proposal for formation for three referees. Review of applications will commence December 1, 2008. Interested applicants may apply to: <http://www.uwo.ca/uibiology.ca/hecol/>; or contact hecol@uwo.ca. All qualified candidates are encouraged to apply. Carleton University is strongly committed to fostering diversity within its community as a source of strength, innovation, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ INDUSTRIAL ORGANIZATION – University of Toronto, Mississauga

The Department of Economics at the University of Toronto, Mississauga, invites applications for one tenure stream appointment in the field of Industrial Organization. Exceptional candidates in other fields of Applied Economic Theory will also be considered. The appointment will be at the rank of Assistant Professor and will begin July 1, 2009. We encourage applications from women and individuals with significant research and teaching experience. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta, Edmonton, AB, Canada, T6G 2N1; Phone: 780-492-5776; Email: hr@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta, Edmonton, AB, Canada, T6G 2N1; Phone: 780-492-5776; Email: hr@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ HUMAN ECOLOGY – University of Alberta

The Department of Human Ecology invites applications for a tenure-track position in the area of Clothier Design. Hiring will be at the rank of Assistant or Associate Professor, commensurate with qualifications and experience. The department offers a BSc in Human Ecology with majors in Textiles and Clothing and Family Ecology; a combined BSc/BEd; and a course-based Masters degrees with Specializations in Textiles and Clothing, Family Ecology and Practices, and Aging; and a PhD degree in Human Ecology. The Department is home to the Proteve Clothing and Equipment Research Facility, the Material Culture Institute, and the Clothing and Textiles Collection, which com-



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The British Columbia Institute of Technology (BCIT) occupies a unique niche in BC's post-secondary education system. Its mandate includes advanced technology and trades training, technology transfer and applied research, contract training for business and industry, and international education. Programs are offered at apprenticeship, certificate, diploma and degree levels, to approximately 48,000 annual registrations through 2,000 faculty and staff. This is a remarkable opportunity for responsive, insightful and team-based leadership in this critical executive level position of . . .

VICE PRESIDENT, EDUCATION

BCIT is seeking an acknowledged leader; who is a passionate advocate of applied post-secondary education and student success, and is energized by working with outstanding faculty and staff. With an operating budget of \$125 million, the Vice President Education is responsible for all education matters across five campuses and six schools: Business, Computing & Academic Studies, Construction & the Environment, Health Sciences, Manufacturing, Electronics & Industrial Processes, and Transportation.

The new Vice President will foster a positive, respectful working climate; values and supports employees and students; and acts strategically. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. BCIT is an equal opportunity employer. Please indicate your interest in Project 9004 through the "For Candidates" section of www.caldwell.ca, or by email to resumes@caldwell.ca, by October 15, 2008. For more information about BCIT, please visit www.bcit.ca.

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**UNIVERSITY OF TORONTO
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FOR STUDIES IN EDUCATION**

TENURE-STREAM APPOINTMENTS

The Department of Curriculum, Teaching and Learning, Ontario Institute for Studies in Education (OISE), University of Toronto, invites applications for tenure-stream appointments in the following areas:

CURRICULUM STUDIES IN EDUCATION

We seek candidates with expertise in the field of curriculum studies in education. The successful candidate will possess a strong knowledge-base in the field of curriculum studies and curriculum theory; a comparative perspective; expertise in at least one subject area of school-based curriculum; a well informed and responsive approach to issues of equity and diversity in schooling.

FRENCH LANGUAGE PEDAGOGY

We seek candidates with expertise in the field of second language education with a particular focus on the teaching and learning of French as a second/foreign language. The successful candidate must have a doctoral degree in education, Applied Linguistics, or in a relevant discipline. The candidate must have extensive educational experience related to second language teaching and/or learning, an ongoing program of research in areas such as classroom pedagogy, curriculum development, teacher development, multiliteracies, and/or communication technologies. High levels of proficiency in English and French are required and proficiency in another international language is desirable.

MULTILITERACIES IN EDUCATION

We seek candidates with expertise in the area of multiliteracies in education, and an interest in diversity in schools. The successful candidate will possess experience in multiliteracies curriculum, teaching and learning at the elementary or secondary school level; a well informed and responsive approach to issues of equity and diversity in schooling; a distinctive research and publications record and an ongoing program of research in the area of multiliteracies from the perspective of curriculum and/or pedagogy in elementary or secondary school, including differentiated instruction, or teacher development. Research may focus on first or second language education.

Successful candidates for all positions will possess a doctoral degree, a strong commitment to initial teacher education and the continuing professional development of teachers; a distinctive research and publications record and an ongoing research program in the appropriate field.

Responsibilities of the positions will include developing and conducting an externally funded research program, undertaking graduate supervision and teaching both at the graduate and initial teacher education levels, and working collaboratively with related units across OISE and the University of Toronto. Salary will be commensurate with qualifications and experience. The appointments will be at the rank of Assistant Professor and will begin July 1, 2009. For more information, please visit the OISE website at <http://www.oise.utoronto.ca> or the Department's website at <http://www.oise.utoronto.ca/depts/ctf/>

Applications, which must include an up-to-date curriculum vitae, should be submitted by **November 28, 2008**, to Professor Tara Goldstein, Chair, Department of Curriculum, Teaching and Learning, OISE, 252 Bloor Street West, Toronto, Ontario, M5S 1V6, Canada. Applicants should also ask three referees to write letters directly to Professor Goldstein by the same date.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.

■ JAPANES – Saint Mary's University, The Faculty of Arts at Saint Mary's University invites applications for a three-year contract position in Japanese Studies. The position is tenure-track and has a possibility for conversion to a tenure-track position, subject to budgetary approval. The position will be at the rank of Assistant Professor, starting January 1, 2009. We encourage applications from individuals with an interest in Japanese Studies and a demonstrated record of effectiveness in teaching Japanese language and culture at all levels. Cross-appointed to the Department of Modern Languages, and the Department of Asian Studies, the successful candidate will be expected to support and help develop the core Japanese and Asian Studies programs, and work in an interdisciplinary setting. We particularly encourage applications from women and Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ INDUSTRIAL DESIGN – Carleton University

The School of Industrial Design invites applications for a tenure-track position at the Associate Professor level. The anticipated start date is January 1, 2009. The School of Industrial Design is situated in North America's leading interdisciplinary design program and is strategically located within the Faculty of Engineering and Design, which includes the Schools of Architecture and Interior Design, and the School of Art and Design. The School offers a well-established four-year program, which leads to a Bachelor of Industrial Design (BID) degree. Graduates have an excellent reputation and hold many positions of responsibility in a variety of industries. The School is seeking an educator with substantial experience in both design research and teaching to complement its current team. The School is interested in candidates from diverse backgrounds and disciplines. The School is currently involved in interdisciplinary Design Development. In the fall of 2008 and the successful candidate would be expected to play an active role. Applications are invited to submit a teaching dossier. Incomplete applications and incomplete teaching dossiers should be sent to Dr. George Natherbeck, Chair, Department of Modern Languages and Classics, Saint Mary's University, Halifax, Nova Scotia B3H 2W5, Canada; natherbeck@smu.ca. The deadline for applications is October 20, 2008. E-mailed applications will not be considered. Although candidates of all nationalities are encouraged to apply, Saint Mary's University requires that priority consideration be given to qualified Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, Aboriginal persons, visible minorities, and persons with disabilities. Visit our web site at <http://www.smu.ca>.

CAREERS CARRIÈRES

LABOUR ECONOMICS — University of Toronto, Mississauga. The Department of Economics at the University of Toronto Mississauga, invites applications for one tenure-stream position in Labour Economics. Exceptional candidates in other fields, Empirical Microeconomics will also be considered. The appointment will be at the rank of Assistant Professor. Professor and will begin July 1, 2009. Salary will be commensurate with qualifications and experience. Applicants must have a demonstrated promise of outstanding research and teaching in Labor Economics, and have earned a PhD degree or equivalent by July 1, 2009 or soon thereafter. Duties include undergraduate and graduate teaching, research and grants. For more information about the University of Toronto Mississauga Undergraduate Economics Department, visit www.utm.utoronto.ca/academics/econ/ and information about the Graduate Economics Program located at St. George campus, visit www.economics.utoronto.ca/. To apply for this position, please go to <http://www.economics.utoronto.ca/apply/> and follow the posted instructions. You will be required to attach a cover letter, three letters of reference, and a teaching dossier. Applications are November 26, 2008. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

LITERATURE FRANÇAISE — L'Université Western Ontario. La Faculté des lettres et sciences humaines de l'université Western Ontario, est à la recherche d'un professeur de littérature française du XIX^e siècle pour un poste à temps plein à la permanence, avec droit de professorat associé (Assistant Professor). Les fonctions du poste incluent l'enseignement et l'encadrement des étudiants aux trois cycles universitaires. Le candidat devra avoir une solide expérience dans l'enseignement, un doctorat ou PhD, et un excellent dossier de publications dans le domaine mentionné. Une expertise en théorie littéraire sera un atout. Les candidats devront faire une demande manuscrite à la date limite en formule : le 1er juillet 2009. Ce poste est sujet à approbation budgétaire. Veuillez envoyer votre curriculum vitae au directeur du département, Dr. Elizabeth Jewkes, et une déclaration que vos répondants prendront soin de faire suivre sous pli séparé. Le long devant parvenir au 15 juillet 2009 à l'adresse suivante : Dr. Jeff Ternan, Directeur, Département d'anglais et d'études canadiennes, Western Ontario, London, Ontario, N6A 3K7. Une bonne maîtrise de l'anglais partie et écrit est requis. Toutes les candidatures qualifiées sont encouragées, à l'exception toutefois de la priorité accordée aux citoyens et aux résidents permanents du Canada. L'université Western Ontario s'engage à promouvoir la diversité dans le lieu de travail, elle encourage toutes candidatures provenant de femmes et d'hommes qualifiés, y compris les membres de minorités visibles, les autochtones, et les personnes handicapées.

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MANAGEMENT SCIENCES — University of British Columbia (Vancouver). The Department of Management is expanding rapidly and is seeking doctoral qualified candidates who have a passion for excellence in research and a commitment to teaching. Outstanding educational experience for teaching and research needs include individuals in accounting/marketing/new product development/entrepreneurship and organizational behaviour (including performance management). This is a unique and exciting opportunity to join the founding faculty and we are seeking candidates who are innovative and integrative in their attitudes. Candidates will be expected to take an active leadership role in the education of future business leaders and in the academic areas of communication & expertise. Candidates should supply a curriculum vitae and the names & addresses of three referees along with all correspondence and inquiries to Dr. Barbara M. Denyer, Faculty of Management, UBC Okanagan, 3333 University Way, Kelowna, BC V1V 1L7; email: Stuart@ubc.ca; phone: 250.807.9656.

MANAGEMENT SCIENCES — University of Waterloo. The Department of Management Sciences at the University of Waterloo invites applications for full-time professional appointments at any level: assistant, associate or full. Duties will be to teach, do research, and to hold a PhD or, by near completion of their doctorate, and have demonstrated research and teaching potential in Industrial Systems Engineering or a related field. Individuals in any area of Information Systems are encouraged to apply, but we are particularly seeking those with interests in Human computer interaction, data mining, telecommunications, and/or research at the interface of operations research and computer science. Industrial experience is highly desirable. An undergraduate degree in engineering or a bachelors for registration as a professional engineer is required. The Department of Management Sciences is a co-op undergraduate degree in Management Engineering (launched in 2007), as well as MScs, MAsc and PhD programs. The successful candidate will join a dynamic group of teaching and research partners in Operations Research, Management of Technology and Information Systems. Applications should include a cover letter, a curriculum vitae, teaching educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation will not be required on application but will be required if invited. Applications are to be submitted electronically at [https://www.mansci.uwaterloo.ca/DAS/](http://www.mansci.uwaterloo.ca/DAS/). Consideration of candidates will commence on October 1, 2008. For further information, please contact a chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1.

Email: mjewkes@uwaterloo.ca All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Other individuals will be considered. The University of Waterloo invites applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

MANAGEMENT SCIENCES (OPERATIONS RESEARCH) — University of Waterloo. The Department of Management Sciences, at the University of Waterloo invites applications for full-time professional appointments at any level: assistant, associate or full. Duties will be to teach, do research, and to hold a PhD or, by near completion of their doctorate, and have demonstrated research and teaching potential in Industrial Systems Engineering or a related field. Individuals in any area of Operations Research are encouraged to apply, but we are particularly seeking those with interests in stochastic processes and probabilistic modeling. Individuals with expertise in operations research or undergraduate degrees in engineering or eligibility for registration as a professional engineer is required. The Department offers a co-op undergraduate degree in Management Engineering (launched in 2007), as well as MScs, MAsc and PhD programs. The successful candidate will join a dynamic and growing interdisciplinary department that has active research and teaching activities in the areas of management science, information systems, and technology and information systems. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if invited. Applications are to be submitted electronically at [https://www.mansci.uwaterloo.ca/DAS/](http://www.mansci.uwaterloo.ca/DAS/). Consideration of candidates will continue until the position is filled. For further information, please contact the Chair of Management Sciences, Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: ejewkes@uwaterloo.ca All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

MATHEMATICAL & STATISTICAL SCIENCES — University of Alberta. The Department of Mathematical and Statistical Sciences at the University of Alberta invites applications to a tenure-track position in the area of Mathematical Finance. This position is at the Assistant Professor level, but an appointment at a higher level may be possible under exceptional circumstances. The successful candidate will have established accomplishments and outstanding promise in research, as well as a strong commitment to graduate and undergraduate teaching. After an excellent research environment with a normal teaching load of three courses per year. A close fit with some of the existing research interests in the Department is desired. The Department is an asset but an asset of Mathematical Physics will be considered. Alberta is one of the leading Mathematics Departments in Canada and has strong connections with other mathematical Institutes, such as the Pacific Institute for the Mathematical Sciences (PIMS), Mathematics of Infor-

mation Technology and Complex Systems (MITACS), and the Banff International Research Station (BIRS). For more information about the Department, please visit our website at www.math.ualberta.ca. Applicants must hold a PhD Degree or equivalent, and submit a research proposal, a teaching statement, a teaching profile giving experience and/or interests, and at least three confidential letters of reference to: Arturo Planza, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada T6G 2G1. Electronic submissions should be directed to chase@math.ualberta.ca. The closing date for applications is November 7, 2008, or until a suitable candidate is found. Early applications are encouraged. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.



ASSISTANT PROFESSOR School of Health Information Science

Applications are invited for a tenure-stream position at the Assistant Professor level in the School of Health Information Science. Applications are welcome from candidates having the following qualifications: (1) an MD degree and a completed PhD in Health Informatics, (2) a nursing degree and a completed PhD in Health Informatics, or (3) a completed relevant PhD with proven healthcare database expertise and experience. Candidates with medical or nursing backgrounds should be eligible for licensure in Canada.

The School currently has six full-time permanent faculty members and over twenty-five adjunct faculty. The School offers a four-year undergraduate degree program, a combined major with Computer Science, a Masters degree and a PhD program by special arrangement. The Masters degree program has a full-time on-campus stream as well as a part-time distributed stream. The School has been in existence since 1981 and is one of the most respected and pioneering schools in health information science. Detailed information about the School can be found on our website at <http://hifn.uvic.ca>.

Applications should be accompanied by:

- (1) a cover letter,
- (2) a Curriculum Vitae,
- (3) the names of three academic references,

- (4) evidence of scholarly work (i.e. including reprints or photocopies of the candidate's most significant publications),
- (5) examples of teaching excellence (including teaching reviews) and
- (6) an indication in their application of what specific courses in the School of Health Information Science curriculum that they would be able to teach.

Applications should be addressed to:

Dr. Andre Kushniruk
Associate Professor and Director
School of Health Information Science
University of Victoria
P.O. Box 3050 STN CSC
Victoria, B.C. V8W 3PS Canada
Email: his@uvic.ca

Review of applications will begin on December 1, 2008 and will continue until a suitable candidate is found.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.



www.careers.ualberta.ca

Faculty Positions, Electrical and Computer Engineering

The Department of Electrical and Computer Engineering invites applications for several tenure-track and tenured faculty positions at the Assistant, Associate and Full Professor level. Exceptional candidates are being sought in all areas of Electrical Engineering, Computer Engineering, and Engineering Physics. Areas of special interest include:

- (i) Biomedical Engineering: including DNA sequencing and molecular diagnosis of diseases, nanoscale bioengineering, analysis and control of biomedical processes, biomedical signal and image processing, biophotonics, biosensors, drug delivery systems, systems biology and medical robotics.
- (ii) Information and Communications Technologies: including high speed and low power integrated circuit design, FPGA systems, embedded systems, RF/microwave circuits, metamaterials, spintronic devices, multimedia digital signal and image processing and robotics.
- (iii) Nanotechnology: including micro and nano electromechanical systems (MEMS and NEMS), nanophotonics, BioMEMS, solid state electronics, nanoscale, plasmonic, quantum devices and control of nano-scale devices.
- (iv) Energy Systems: including photovoltaic devices, renewable energy systems, magnetic and electric energy conversion methods and devices.

Candidates must have earned (or expect) a PhD in electrical and computer engineering or a closely related area, a solid publication record and have a strong commitment to research and teaching. Postdoctoral and/or industrial experience will be considered as an asset. Successful candidates will be expected to develop a significant independent research program with external funding, supervise graduate students in their field of interest, and teach postgraduate and undergraduate courses in electrical and computer engineering. Regardless of their educational background, all successful candidates will be required in due course to become licensed professional engineers in the Province of Alberta.

Founded in 1908, the University of Alberta is one of Canada's foremost research-intensive universities. The campus is situated on the south bank of the North Saskatchewan River, with quick and convenient access to the city centre. The greater Edmonton area has a population of

over a million people and offers a diverse array of cultural and sporting activities year round. The Department of Electrical and Computer Engineering is undergoing a major expansion and is committed to securing a position among the leading schools in North America. With a present complement of 59 faculty members, research in the Department is vigorous and covers all major areas of Electrical and Computer Engineering and Engineering Physics. Our graduate program attracts outstanding students from the best schools worldwide and presently has an enrollment of over 370 students, including approximately 180 PhD candidates. The undergraduate programs in Electrical Engineering (which includes options in biomedical engineering and nanoelectronics), Computer Engineering (which includes options in software engineering and nanoscale systems design), and Engineering Physics (with an option in nanoelectronics), enroll over 600 students.

Research and teaching needs are served by two new buildings with a total area of 340,000 square feet. Facilities include a state of the art machine shop, and a unique world-class nano and microfabrication facility. Located nearby, the National Institute for Nanotechnology (NINT) offers unique opportunities for collaboration with faculty, industry and government. The undergraduate and graduate laboratories are generously equipped with state of the art equipment and excellent computing facilities are available. Extensive funding opportunities are available through a variety of national and provincial sources. Further information about the Department can be found at www.ece.ualberta.ca.

Applicants are invited to submit their curriculum vitae including employment history, a statement outlining research and teaching interests, a brief description of major contributions, reprints of at least two representative research papers, and the names of at least three referees.

The review of applications will begin on November 1, 2008. The competition will remain open until all positions are filled. Interested applicants may apply to:

Dr. H. J. Marquez, Chair
Department of Electrical and Computer Engineering
University of Alberta
Edmonton, Alberta, Canada T6G 2V4
Email: marquez@ece.ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MATHEMATICAL & STATISTICAL SCIENCES – University of Alberta, Department of Mathematical and Statistical Sciences at the University of Alberta invites applications for a tenure-track position in the area of Mathematical Biology at the Assistant Professor level, but an appointment at a higher level may be possible under exceptional circumstances. We seek an individual who will fit into our applied mathematics program, particularly in areas such as operations research, numerical methods, fluid dynamics, and probability, and who complements the Department's existing expertise in the mathematical modeling of biology, ecology, epidemiology, and physics. Candidates must have a PhD degree in Mathematics or cognate discipline, an excellent research record in Mathematical Biology, strong communication and teaching skills, and leader-

ship potential. Postdoctoral experience is normally expected. The successful candidate will develop an independent research program, supervise graduate students, and teach at both undergraduate and graduate levels. We offer an exciting research environment with a normal teaching load of three courses per year. For more information about the Department, please visit www.math.ualberta.ca/. Candidates have the opportunity to join the Centre for Mathematical Biology and participate in its activities. For more information about the Centre for Mathematical Biology, see its website at www.math.ualberta.ca/~cmab/. Applicants should submit their curriculum vitae, a research statement, a teaching profile outlining previous teaching experience, and letters of reference to Dr. Arturo Paniello, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2G1. Electronic submissions should be directed to chansen@math.ualberta.ca.

closing date for applications is November 7, 2008, or until a suitable candidate is found. Early applications are encouraged. All qualified candidates are encouraged to apply. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org/>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. The closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to cmab@math.ualberta.ca. Applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities, are welcome. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

COMBINATORICS AND OPTIMIZATION – University of Waterloo. Applications are invited for one or more tenure-track faculty positions in Operations Research and/or Combinatorics and Optimization. Preferred applicants for senior positions will be considered. The search will be conducted in the area of differential geometry (partial, stochastic, geometric and dynamical systems), with numerical analysis of differential equations as the top priority area. We are particularly eager to hear from candidates having backgrounds in graph theory, teaching, Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org/>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. The closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to comopt@math.uwaterloo.ca. Applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities, are welcome. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

THEORETICAL PHYSICS – University of Waterloo. Applications are invited for up to two tenure-track faculty positions in the Department of Applied Mathematics. The position is in the field of Quantum Information Theory, to begin on or after July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org/>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. The closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to comopt@math.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

COMBINATORICS AND OPTIMIZATION – University of Waterloo. Applications are invited for one or more tenure-track faculty positions in the Department of Applied Mathematics. The position is in the field of Quantum Information Theory, to begin on or after July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org/>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. The closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to comopt@math.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

INFORMATION TECHNOLOGY – University of Waterloo. Applications are invited for up to two tenure-track faculty positions in the Department of Applied Mathematics. The position is in the field of Quantum Information Theory, to begin on or after July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org/>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. The closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to comopt@math.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

MATHEMATICS (QUANTUM INFORMATION) – University of Waterloo. Applications are invited for up to two tenure-track faculty positions in the Department of Applied Mathematics. The position is in the field of Quantum Information Theory, to begin on or after July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org/>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. The closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to comopt@math.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.



McGill

Tenure Track Position in Neurobiology Department of Biology

The Department of Biology at McGill University invites applications for a tenure-track position in Neurobiology. The new faculty member will complement a department that has a strong tradition of research in neuroethology and particular strengths in ecology and in molecular genetics of a variety of model systems. The successful applicant will be expected to conduct a vigorous program of independent, externally funded research in neurobiology with a focus on neural mechanisms of behaviour, and to contribute to teaching at both the undergraduate and graduate levels.

Candidates must hold a PhD or equivalent degree and postdoctoral experience demonstrating excellence in their field. We anticipate that this position will be filled at the Assistant Professor (tenure-track) level, but applications from more established candidates may be considered for recruitment

at the Associate or Full Professor rank. Competitive start-up and equipment funding packages will be available.

Candidates wishing to be considered for this position should forward via email a curriculum vitae, a statement of research interests, a statement of teaching interests, pdf files of major publications, and arrange to have three letters of reference submitted directly to: zabrina.kadkhodayan@mcgill.ca. In the subject line, please enter "Neurobiology Search" and your name. Acceptable file formats are Microsoft Word and pdf.

The application deadline is **3 November 2008** or until the position is filled.

All qualified candidates are encouraged to apply. Applications from women and permanent residents of Canada will be given priority. McGill University is committed to equity in employment. McGill University is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to the further diversification of ideas.

Candidates must hold a PhD or equivalent degree and postdoctoral experience demonstrating excellence in their field. We anticipate that this position will be filled at the Assistant Professor (tenure-track) level, but applications from more established candidates may be considered for recruitment



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The application deadline is **3 November 2008** or until the position is filled.

UNIVERSITY OF ALBERTA

Faculty Position, Electric Energy Systems

The Department of Electrical and Computer Engineering invites applications for a tenure-track position at the Assistant Professor level. This position is affiliated with an Industrial Research Chair program and has a strong component of collaboration with the Alberta power industry. Exceptional candidates are being sought in the following areas of electric energy systems: protection and control of electric energy networks, advanced power distribution systems, distributed energy resources and networks, and power system dynamics and stability.

Candidates must have earned (or expect) a PhD in electrical and computer engineering or a closely related area, a solid publication record and have a strong commitment to research and teaching. Postdoctoral and/or industrial experience will be considered an asset. Successful candidates will be expected to develop a significant independent research program with external funding, supervise graduate students in their field of interest, teach postgraduate and undergraduate courses in electrical and computer engineering. All successful candidates will, regardless of their educational background, be required, in due course, to become licensed professional engineers in the Province of Alberta.

Founded in 1908, the University of Alberta is one of Canada's foremost research-intensive universities. The campus is situated on the south bank of the North Saskatchewan River, with quick and convenient access to the city centre. The greater Edmonton area has a population of over a million people and offers a diverse array of cultural and sporting activities year round. The Department of Electrical and Computer Engineering is undergoing a major expansion and is committed to securing a position among the leading schools in North America. With a present complement of 59 faculty members, research in the Department is vigorous and covers all major areas of Electrical and Computer Engineering and Engineering Physics. Our graduate program

attracts outstanding students from the best schools worldwide and presently has an enrollment of over 370 students, including approximately 180 PhD candidates. The undergraduate programs in Electrical Engineering (which includes options in biomedicine and nanoelectronics) and Computer Engineering (which includes options in software engineering and nanoscale systems design), and Engineering Physics (with an option in nanoelectronics), enroll over 600 students.

Research and teaching needs are served by two new buildings with a total area of 340,000 square feet. Facilities include a state of the art machine shop, and a unique world-class nano and microfabrication facility. Located nearby, the National Institute for Nanotechnology (NINT) offers unique opportunities for collaboration with faculty, industry and government. The undergraduate and graduate laboratories are generously equipped with state of the art equipment and excellent computing facilities are available. Extensive funding opportunities are available through a variety of national and provincial sources. Further information about the Department can be found at www.ee.ualberta.ca.

Applicants are invited to submit their curriculum vitae including employment history, a statement outlining research and teaching interests, a brief description of major contributions, reprints of at least two representative research papers, and the names of at least three referees.

The competition will remain open until the position is filled. Review of applications and selection of short-listed candidates will begin on November 1st, 2008.

Dr. H. J. Marquez, Chair
Department of Electrical and Computer Engineering
University of Alberta,
Edmonton, Alberta, Canada T6G 2V4
Email: marquez@ece.ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

more senior positions will be considered. A PhD and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, and to participate in teaching. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org/>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. The closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to cmab@math.ualberta.ca. Applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities, are welcome. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

INFORMATION TECHNOLOGY – University of Waterloo. Applications are invited for up to two tenure-track faculty positions in the Department of Applied Mathematics. The position is in the field of Quantum Information Theory, to begin on or after July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org/>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. The closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to comopt@math.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

MATHEMATICS (QUANTUM INFORMATION) – University of Waterloo. Applications are invited for up to two tenure-track faculty positions in the Department of Applied Mathematics. The position is in the field of Quantum Information Theory, to begin on or after July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org/>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. The closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to comopt@math.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

MATHEMATICS (THEORETICAL PHYSICS) – University of Waterloo. Applications are invited for up to two tenure-track faculty positions in the Department of Applied Mathematics. The position is in the field of Quantum Information Theory, to begin on or after July 1, 2009. Interested individuals should apply using the MathJobs site: <http://www.mathjobs.org/>. Applications should include a curriculum vitae and up to three selected reprints/preprints. In addition, at least three reference letters should be submitted. The closing date for receipt of applications is December 12, 2008. Inquiries may be addressed to comopt@math.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

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MATHEMATICS & STATISTICS – Concordia University, Department of Mathematics and Statistics invites applications for an extended term appointment to teach in areas that may include Analysis, Differential Equations, Computational Mathematics, Cryptology, Discrete Optimization, Financial Mathematics, Game Theory, Numerical Analysis, Probability, Statistics and Stochastic Processes. Requirements include relevant teaching experience and a completed PhD. The position is to start June 1, 2009. Deadlines for applications is November 17, 2008. For details, please refer to <http://www.concordia.ca/ams/teach.html>. This position is a fixed-term position of a fixed term. Under the provisions of the current CUPE Collective Agreement, individuals are initially appointed for a three-year period, normally at their request, with possible renewal by agreement. Please send your CV and evidence of teaching effectiveness, and have three references letter sent to Dr. Harold Proppe, Acting Chair, Department of Mathematics and Statistics, Concordia University, 1455 de Maisonneuve Blvd. W., 18-201, Montreal, Quebec, H3G 1M8. E-mail applications will not be accepted. All qualified candidates are encouraged to apply; however, citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity. <http://www.mathstat.concordia.ca>

MATHEMATICS & STATISTICS – McGill University, Department of Mathematics and Statistics invites applications for a tenure-track position in Statistics. The appointment is expected to be made at the level of an Assistant Professor; however, the Department would consider applications for Associate Professor or for the level of an Associate Member at the Independent Perimeter Institute for Theoretical Physics (www.perimeterinstitute.ca/) or the Institute for Quantum Computing (www.iqc.ca/). Applications should include a curriculum vitae, a statement of research interests and teaching philosophy, via email to am-positions@mathstat.mcgill.ca. The deadline for receiving applications is November 30, 2008. Applications received after this date will not be considered. The position is to be filled by December 31, 2008. The Department of Mathematics is part of the Faculty of Mathematics, which is a major centre for research in the mathematical sciences. The Faculty of Mathematics, the Department of Mathematics and Statistics, the Department of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well as the School of Computer Science, maintain close ties with the Faculty of Science and Engineering regarding both research and teaching, and we offer a joint undergraduate program in Mathematical Physics with the Department of Physics. Further information about the Department of Mathematics and Statistics, the Department of Combinatorics and Optimization, the Department of Statistics and Actuarial Science, as well as the School of Computer Science, can be found on our website at http://www.mathstat.mcgill.ca/am_dept. The University of Waterloo encourages applications from all qualified individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Master of Engineering program in Electrical and Computer Engineering. Applications sought with research expertise and background in one of the following research areas: wind energy, solar energy,

CAREERS CARRIÈRES

PHILOSOPHY (MORAL-POLITICAL) – UNIVERITY OF Waterloo. The University of Waterloo invites applications for a tenure-track faculty position in Moral Philosophy. The Department of Philosophy at the University of Waterloo, ACH History of Philosophy, Ph.D. Program, invites applications for a tenure-track faculty position in Moral Philosophy. Applications are expected to have a completed Ph.D. in Philosophy by the time the appointment commences. The position will commence July 1, 2010. The University of Waterloo is a research-intensive university, with a strong undergraduate teaching load, graduate students, and graduate supervision. The teaching load in the Philosophy Department is 2/2. The position is to be filled at the rank of Assistant Professor. The University of Waterloo is an equal opportunity employer and welcomes applications from all qualified individuals. This appointment is subject to the availability of funding. For further inquiries, call 519-885-2245 or e-mail: kenneth@uwaterloo.ca.

PHYSICS – Carleton University. Applications are invited for a tenure-track faculty position in Physics. We invite applications for a tenure-track faculty position in Physics.

in theoretical particle physics at the rank of Assistant Professor in the Department of Physics & Carlton University. To be considered, applications must be received by January 17, 2010.

The successful applicant will lead an independent research group. The theorist's group interests are primarily in particle phenomenology, including electroweak and Beyond the Standard Model phenomena, in particular astrophysics and cosmology. The theorist's group includes significant work in the Sudbury Neutrino Observatory and SNOLAB, the ATLAS collaboration at the LHC, and theoretical studies of the Large Hadron Collider, the Fermilab Tevatron, and the Enriched Xenon Observatory. There is a strong and mutually beneficial interaction between the theory and experimental groups. We are particularly interested in candidates whose expertise will complement those already present in the department. In this application, we emphasize the importance of research creativity and the ability to interact with co-workers and students. Applicants must be committed to effective teaching at the undergraduate and graduate levels. The

successful candidate will be expected to develop a strong extensive program of undergraduate, graduate, and development and design teaching undergraduate and graduate courses. This position is subject to individual faculty approval. Candidates should send curriculum vitae and a statement of research interests to the Chair, Department of Physics, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada. Tel: (613) 520-2600, Fax: (613) 520-5196, E-mail: kahn@physics.carleton.ca, Web site: www.physics.carleton.ca. Consideration of applications will begin on November 15, 2008; however applications will be accepted until January 15, 2009. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the Rideau Canal on the other. Its proximity to major facilities such as the National Research Council and the Canadian Space Agency as well as the Gatineau Hills enhances quality of life, and allows for recreational opportunities for individuals and families. The City of Ottawa itself, with a population of almost one million, offers a wide range of cultural, recreational, and sporting opportunities. Ottawa is a bilingual and multicultural character. You can find more information on the University at the Recruitment and Support Web site www.carleton.ca/facultyrecruitment. Carleton University is strongly committed to fostering diversity and

within its community as well as the international scientific community and local strength. We welcome those who would contribute to the diversification of our faculty and scholarly inclusion but including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and individuals from a range of gender orientation and gender identities. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given preference.

PHYSICS Department of Physics, University of Alberta (www.physicualberta.ca) invites applications for a tenure-track faculty position in experimental astroparticle physics, as part of our ongoing search for faculty members in dark matter, searches for neutrinoless double beta decay and measurements of neutrino oscillations and properties, by exploiting the new Sudbury Neutrino Observatory and other facilities. We primary seek candidates in the Associate Professor level, but exceptional candidates at all a more senior level will be considered. Applicants must have a PhD in experimental astroparticle physics, particle physics or cosmology, and be committed to teaching. The successful candidate will be expected to build a strong research program, supervise graduate students, teach at the undergraduate and graduate levels, and contribute to the department's mission. The department currently has approximately 40 faculty and 130 graduate students with research interests in particle

Departmental support will be supported by a generous start-up package and could be nominated for a Canada Research Chair. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

III. PSYCHOLOGY — McGill University. The Department of Psychology of McGill University invites applications for a tenure-track position at the Assistant Professor level in Quantitative Psychology. The position may be in any area of quantitative psychology. Candidates involved in the development of data analysis techniques appropriate for psychological research and statistical methods in neuroscience are particularly encouraged to apply. Applicants are expected to have a doctorate in Psychology, statistics, or a closely related field and a record of appointment, teaching, research, and/or service consistent with this position and the potential to obtain significant external funding. All applicants are expected to have an aptitude for undergraduate and graduate teaching. This position will begin July 1, 2008. Applications will be reviewed starting January 15, 2007 and continue until suitable candidates have been identified. Candidates should submit a curriculum vitae, a description of research interests, a statement of teaching philosophy, a brief description of their teaching interests, experience and philosophy, and some selected reprint publications. They should also arrange to have three letters of recommendation sent to:

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The University of Waterloo invites applications for a tenured position at the Assistant to Full Professor level in Industrial/Organizational Psychology. The successful candidate will have obtained a Ph.D. in Psychology or equivalent field and demonstrated record of published research. Candidates with expertise in either Personnel or Organizational Psychology will be considered. Responsibilities include undergraduate teaching, graduate supervision, and an ongoing research program. Information about the I/O program can be found at <http://www.psychology.uwaterloo.ca>. Anticipated start date for the position is July 1, 2003. Applications will remain open until October 31, 2003, and will continue until the position is filled. Applicants should submit a vita, statement of research and teaching interests, reprints or preprints of recent publications, and three to four confidential letters of reference addressed to: Psychology Search Committee, Department of Psychology, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.



QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions

Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for positions in Accounting, Finance, Managerial Economics, Management Science, Marketing, Organizational Behaviour/ Human Resources, and Strategy/Business Policy/Innovation/ New Ventures (Assistant, Associate or Full Professor levels).

QUALIFICATIONS: Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION: Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development.

INSTITUTION: Queen's University has a long and rich tradition of academic excellence, dating back to a royal charter granted by Queen Victoria in 1841.

Queen's School of Business is one of the world's premier business schools, with an outstanding reputation for innovation and quality. Our MSc and PhD programs in Management attract highly qualified research-oriented students in seven different fields of study. Our undergraduate Commerce program attracts academically strong students with high leadership potential, and is widely viewed as the country's best undergraduate business program. Queen's has gained international recognition for its MBA and executive education programs. *Business Week* ranks Queen's full-time MBA #1 outside the U.S.; Queen's Executive MBA #1 in Canada and #21 in the world. The *Financial Times* (UK) ranks our open enrolment executive education programs #1 in Canada and #15 in the world. Queen's School of Business is also home to Centres focused on business venturing and corporate social responsibility, knowl-

The effective date of the appointment will be July 1st, 2009, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, electronically to: deansoffice@business.queensu.ca.

**Dr. Brent Gallupe, Associate Dean
Queen's School of Business – Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6**

Digitized by srujanika@gmail.com

RECREATION & LEISURE STUDIES — University of Waterloo. Applications are being accepted for a tenure-track Assistant or Associate Professor in Recreation and Leisure Studies. The successful candidate will have a strong social science or humanities background with a PhD in recreation and leisure studies or related field. Applicants should be able to conduct research and teach in one or more of the following areas: diversity;

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RECREATION & LEISURE STUDIES — University of Waterloo. Applications are being accepted for a tenure-track Assistant or Associate Professor in Recreation and Leisure Studies. The successful candidate will have a strong social science or humanities background with a PhD in recreation and leisure studies or related field. Applicants should be able to conduct research and teach in one or more of the following areas: diversity;

edge-based enterprise and corporate governance. The School is fully accredited by AACSB International, EQUIS (the accrediting arm of EFMD – the European Foundation for Management Development), and The Association of MBAs. The learning environment at Queen's is supported by outstanding library and computing facilities. More information is at: business.queensu.ca

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, which is posted at: qufa.ca.

applications for a tenure-track position at the rank of Assistant Professor, beginning as early as September 2008. The department is in the area of Theoretical Condensed Matter Physics. The applicant will be expected to become a member of the Centre for the Physics of Materials, which includes faculty members from the departments of Physics and Chemistry as well as several scientists in Industrial liaison. The focus of the Centre is on research at the boundary between Condensed Matter Physics and Materials Science. Faculty members and current graduate students have non-equilibrium materials,杯physics, quantum information theory, surface science, magnetism, and strongly-correlated electronic systems. The Centre has extensive computer facilities that include a state-of-the-art Browall cluster, a MacQMEC supercomputer, and a CLUMEQ Supercomputer centre. One of its major strengths is the extensive interaction and collaboration that exists between theory and experiment. The department has also groups in Astrophysics, Biophysics, Condensed Matter, Nuclear Particle, and Theoretical Atmospheric Physics. For more information about McGill and the Department of Physics, consult our home page at <http://www.physics.mcgill.ca>. We are looking for candidates with a proven record of excellence in research and also the capacity for excellence in teaching. Applicants should submit a detailed curriculum vitae and a statement of teaching philosophy and research interests. They should also arrange for three letters of reference to be sent directly to: Professor Charles Gallo, Chair, Department of Physics, McGill University, 3600 University Street, Montréal, Québec H3A 2T8, Canada. Review of applications will begin December 29th, 2008. The successful candidate will be supported by a generous start-up package and could be nominated for a Canada Research Chair. An excellent career development package for young Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

We are also in the process of currently seeking applications for a tenure-track faculty position at the rank of Assistant Professor in the area of Experimental Biophysics, beginning as early as September 2008. The Department of Physics has a rich research environment that includes the availability of advanced probes and sensors, fast imaging and co-illumination spectroscopies, and the an-

and teaching interests, and arrange three letters of reference sent to Dr. Michael J. Charness, Department of Psychology, University of Waterloo, PO 4400, Fredericton, NB E3B 4E6. Phone: 506-453-8783; Fax: 506-457-3063; E-mail: mcharness@uwaterloo.ca. Review of applications will begin October 1, 2008 and continue until positions are filled. Applications are encouraged to apply; however, academics and permanent residents will be given priority. Applicants should indicate citizenship status. The University of Waterloo is committed to the principles of equal opportunity.

PSYCHOLOGY - University of Windsor: University of Windsor invites application for a tenure-track position in the area of Clinical Neuropsychology at the rank of Assistant Professor, commencing July 1, 2009. The successful applicant will have strong clinical interests pertaining to neuropsychological assessment and intervention for school-age children and young adults who have been diagnosed to apply for services. For a detailed description of our program, see our website at: www.uwindsor.ca/. Faculty contacts: Dr. Sandra Palivo, Faculty Committee, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4, Canada, Tel: 519-885-1222; Fax: 519-973-0722; Email: palivos@uwaterloo.ca. For information on the University of Windsor or the City of Windsor, visit Dr. Janice Drachik, Director, Faculty of Social Work, 10080 (Toll free) in North America, call collect outside of North America at O11 501 561-1142 or recruit@uwaterloo.ca.

PSYCHOLOGY — McGill University: The Department of Psychology at McGill University seeks applicants for a tenure-track position as Assistant Professor. In Cogitation with anticipated starting date of September 2008. We are interested in applicants showing strong research interests in cognitive processing, problem solving, attention, conceptual development, and/or development using human experimentation, modeling, and/or cognitive neuroscience techniques. The Department has excellent facilities for interdisciplinary research in cognitive psychology, and its faculty are active in many other departments at McGill and in other universities in Montreal. Review of applications begins October 20, 2008 and continues until an appointment is made. Applicants are invited to apply. To qualify, you must have a record of significant, externally funded research and are expected to have aptitude for both undergraduate and graduate teaching.

RECREATION & LEISURE STUDIES — University of Waterloo: Applications are being accepted for the Schlegel Research Chair in Aging, a tenure-track position at the Assistant or Associate Professor level in Dementia and Dementia Care, in the Faculty of Applied Health Sciences at the University of Waterloo. This position is designed to provide a research opportunity with research funding, research support, and a reduced teaching load. It involves a full-time faculty appointment, one-half of the time in the Faculty of Kinesiology and Health Studies and the other half in the Faculty of Nursing. The successful applicant will be involved in teaching, research, and supervision of Research and Education Studies and Health Studies and Gerontology, together with a formal link with the RBC Schlegel UW Research Institute for Aging (RRIA) (<http://www.uwaterloo.ca/rria>). The successful applicant will be expected to contribute to the research and education working in the Murray Alzheimer Research and Education Program (MAREP) (<http://www.uwaterloo.ca/marep>). MAREP is an innovative program that integrates basic research and applied and integrative research and educational activities in order to improve knowledge, practices and policies for individuals, families, and communities in Canada and globally. The successful candidate will be involved in a unique opportunity which includes research relevant to aging in both community and long-term care settings. The RRIA provides a vibrant environment, with opportunities for research, teaching, and professional development, and supports the translation of knowledge into practice. The successful candidate will have strong competencies in health, behavioural, psychological, and/or health research and in undergraduate and graduate teaching. A completed PhD in a cognitive, developmental, or health-related field, and postdoctoral training in a Health Studies, Recreation and Leisure Studies, Gerontology, or a related academic discipline (such as Nursing, Social Work, Social Policy, Rehabilitation Science, or Adult Education) are required. Evidence of demonstrated expertise in dementia and dementia care in one or more of the following areas: therapeutic recreation/activity

position to be sent to the address below. A curriculum vitae, description of current and past areas of research, selected publications, a description of teaching experience, interest, and approaches, and other relevant material, should also be sent to: Dr. Georges Lévesque, Department of Psychology, McGill University, 1800 Penfield Avenue, Montreal, Quebec, Canada H3A 1B1. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given preference. McGill University is committed to equality in employment.

PSYCHOLOGY (INDUSTRIAL/ORGANIZATIONAL)
Applications for this position are being accepted for the position of Assistant to Full Professor, Industrial/Organizational Psychology, University of Waterloo. Applications will close December 1, November 1, 2008. Further information about the Faculty and the Departments of Recreation and

CAREERS CARRIÈRES

Gerontology can be found at <http://www.ewr.uwaterloo.ca>. The University of Waterloo encourages applications from all qualified individuals, including women, visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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SOCIAL INNOVATION — University of Waterloo. The University of Waterloo's new Initiative in Social Innovation generation is seeking one new tenure track faculty member for the fall term starting September 2009. Social Innovation generation (SIG) is a new initiative founded by the J.W. McConnell Family Foundation that is designed to bring the tools, knowledge, production and integration of social innovation of broad system change in Canada. The right candidate will have a PhD in Management, Engineering or Applied Social Sciences and teaching research background, with particular emphasis in social innovation systems. Other related research areas might include the social impacts of technical innovation, entrepreneurialism, resilience, transformational leadership, strategic process, organizational design, organizational behaviour, collaborative management, complexity theory, and/or whole system change. The ideal candidates would be interested in being part of a research team that is working in a teaching context and interested in supporting applied projects. Particular evidence of interest in social innovation and will ingenuity to be involved in research both nationally and in the community will also be valued. The new faculty member will work with the new McConnell Chair in Social Innovation, the Director of the Social Innovation Studies and other associated and full time faculty. They will collaborate with researchers across campus in such interdisciplinary centers as the Centre for Science, Technology and Society, Centre for Sustainability, and the Centre for Knowledge Integration at the Centre for International Governance Innovation. They will help launch a new graduate and undergraduate program in social innovation and transformational leadership at the University of Waterloo. Review of applications will begin on October 15, 2008 and will continue until the position is filled.

Send curriculum vitae and three letters of reference to be sent to: Professor Francesco Westley, Social Innovation Group, University of Waterloo, Waterloo, Ontario, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals. Individuals including women, members of visible minorities, native peoples, and persons with disabilities are particularly encouraged to apply.

SOCIAL WORK — University of Windsor. The University of Windsor invites applications for four tenure-track faculty positions in Social Work. Applications must be submitted to Dr. Linda L. Hargreaves, Department of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000, ext. 3067; Fax: (519) 253-3000, ext. 3068. E-mail: linda.hargreaves@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-655-4000, ext. 2210, or fax 519-253-3143 or email: recruit@uwindsor.ca.

SOCIOLOGY — University of Waterloo. The University of Waterloo invites applications for a tenure-track Assistant Professor in Sociology. The position will start in September 2009, subject to appointment at the rank of Assistant Professor. Applicants should hold a doctoral degree in Social Work by the date of appointment. However, candidates with a Master's degree and five years of teaching experience may be considered. In addition, applicants must hold a Master of Social Work degree and a minimum of two years post-degree practical experience. For a detailed application description visit our website: www.uwaterloo.ca/soe/positions.html. Contact: Dr. G. Brent Angell, Officer, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000, ext. 3067; Fax: (519) 253-3000, ext. 3068. E-mail: g.brent.angell@uwaterloo.ca.

SOCIOLOGY — University of Windsor. The University of Windsor invites applications for a tenure-track faculty position in Social Work. Applications must be submitted to Dr. Linda L. Hargreaves, Department of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000, ext. 3067; Fax: (519) 253-3000, ext. 3068. E-mail: linda.hargreaves@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-655-4000, ext. 2210, or fax 519-253-3143 or email: recruit@uwindsor.ca.

SOCIOLOGY — University of New Brunswick. The Department of Sociology invites applications for a nine-month limited term position for teaching and research starting in September 2009 at the level of assistant professor. The successful candidate will have a demonstrated ability to teach introductory and intermediate courses in the area of quantitative methods. The successful candidate will have a demonstrated ability to teach introductory and intermediate courses in the area of qualitative methods. Knowledge in one of the areas complementary to the Department's strength in communication and the media, family and domestic violence, or health care delivery and policy is preferred. Preference will be given to a candidate with a PhD. However applicants who are ABO will be considered as well. The start date of the position is September 1, 2009, subject to appointment by August 1, 2008 or until the position is filled. All qualified candidates are encouraged to apply. Canadians and permanent residents of Canada will be given priority. Applications should be sent to: Dr. Michael J. O'Farrell, Department of Sociology, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3, Canada. Tel: 506-453-3000, Email: mofarrell@unb.ca.

SOCIOLOGY — Brock University. The Department of Sociology at Brock University invites applications for a probationary tenure-track position in Sociology. The position will start in September 2009, subject to final budgetary approval. The successful candidate will have a recently completed PhD in Sociology or related discipline, evidence of successful undergraduate teaching, and an independent research program.

Areas of interest may include cultural environmental theory, animal exploitation in society, systems, industrialization and human and animal welfare, and cultural policies of animals. Ability to teach research design, methods end-of-theory from a critical sociological perspective is an asset. Applications should be submitted by January 15, 2009, a letter of application, accompanied by a curriculum vitae, selected reprints of published work, and three letters of reference to: Dr. June Compton, Brock Department of Sociology, 88 Gilman Hall, St. Catharines, Ontario, L2S 3A1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is a active leader in teaching and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and

people with disabilities are especially encouraged to apply and may choose to identify themselves as members of their application. Candidates who wish to have their application considered as a member of one or more designated groups may do so by attaching a self-identification form available at <http://www.brocku.ca/humanrights/images/selfidentification.doc> and include the completed form with their application. More information on Brock University can be found at www.brocku.ca.

SOCIOLOGY — McMaster University. The Department of Sociology at McMaster University invites applications for a tenure-track Assistant Professor position in the area of Sociology of Education commencing July 1, 2009. A Ph.D in Sociology is required, along with application of all or most of the following: a recent Ph.D to be completed by April 1, 2009 will also be considered. The successful candidate will be expected to teach and establish a research programme in Sociology of education, and compete successfully for external funding. The ability to teach social statistics at undergraduate and graduate levels will also be an asset. The successful candidate will be a research-oriented department with a strong graduate programme leading to the degrees of MA and PhD in Sociology. Further information about the department can be found at www.sociology.mcmaster.ca. The ideal candidate will be interested in being part of a teaching team that is working in a teaching context and interested in supporting applied projects. Particular evidence of interest in social innovation and will ingenuity to be involved in research both nationally and in the community will also be valued. The new faculty member will work with the new McConnell Chair in Social Innovation, the Director of the Social Innovation Studies and other associated and full time faculty. They will collaborate with researchers across campus in such interdisciplinary centers as the Centre for Science, Technology and Society, Centre for Sustainability, and the Centre for Knowledge Integration at the Centre for International Governance Innovation. They will help launch a new graduate and undergraduate program in social innovation and transformational leadership at the University of Waterloo. Review of applications will begin on October 15, 2008 and will continue until the position is filled.

Send curriculum vitae and three letters of reference to be sent to: Professor Francesco Westley, Social Innovation Group, University of Waterloo, Waterloo, Ontario, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Waterloo encourages applications from all qualified individuals. Individuals including women, members of visible minorities, native peoples, and persons with disabilities are particularly encouraged to apply.

SOCIOLOGY — University of Waterloo. The University of Waterloo invites applications for a tenure-track Assistant Professor position in Sociology. The position will start in September 2009, subject to appointment by August 1, 2009, at the rank of Assistant Professor. Applicants should hold a doctoral degree in Social Work by the date of appointment. However, candidates with a Master's degree and five years of teaching experience may be considered.

In addition, applicants must hold a Master of Social Work degree and a minimum of two years post-degree practical experience.

For a detailed application description visit our website: www.uwaterloo.ca/soe/positions.html. Contact: Dr. G. Brent Angell, Officer, School of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000, ext. 3067; Fax: (519) 253-3000, ext. 3068. E-mail: g.brent.angell@uwaterloo.ca.

SOCIOLOGY — University of Waterloo. The University of Waterloo invites applications for a tenure-track faculty position in Social Work. Applications must be submitted to Dr. Linda L. Hargreaves, Department of Social Work, University of Windsor, 401 Sunset Avenue, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000, ext. 3067; Fax: (519) 253-3000, ext. 3068. E-mail: linda.hargreaves@uwindsor.ca.

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approfondies des principales théories de la pratique théâtrale et dans un ou des domaines de l'histoire du théâtre, avec une spécialisation dans les théâtres d'aujourd'hui. Des théories de la pratique théâtrale; dossier de publications savantes. L'Université d'Ottawa est fier, et avec raison, de sa membre à l'Université de Waterloo qui a obtenu le prix de l'ordre national des honneurs secondes, l'Université offre aux membres à leurs conjointes la possibilité de se marier avec des personnes de sexe différent. Au moment de leur mariage, les professeurs sont tenus de faire un don au fonds d'enseignement à l'Université d'Ottawa.

SOCIOLOGY — McMaster University. The Department of Sociology at McMaster University, Ontario, invites applications for a tenure-track Assistant Professor position in the area of Sociology of Education, commencing July 1, 2009. A Ph.D in Sociology is required, along with application of all or most of the following: a recent completed Ph.D to be completed by April 1, 2009 will also be considered. The successful candidate will be expected to teach and establish a research programme in Sociology of Education, and compete successfully for external funding.

The ability to teach social statistics at undergraduate and graduate levels will also be an asset. The successful candidate will be a research-oriented department with a strong graduate programme leading to the degrees of MA and PhD in Sociology. Further information about the department can be found at www.sociology.mcmaster.ca.

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The book concludes with a discussion about why preserving academic integrity — despite the clamorous voices of the forces threatening it — is so vital to public interest.

Contributors include:

Brian Alters	Brenda Gallie	Kevin Mattson
Gary Bauslaugh	Donald Gutstein	Arthur Schafer
Mary Burgan	Marcus Harvey	Blair Stonechild
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DISTINGUISHED ACADEMIC AWARD
2008



The Interdisciplinary Intellectual and Public Policy Research

JOHN LOXLEY, FRSC
PROFESSOR OF ECONOMICS / UNIVERSITY OF MANITOBA

AWARD ACCEPTANCE ADDRESS



John Loxley received his PhD in economics from the University of Leeds, UK. He was a Lecturer in the Economics Department, Makerere University, Uganda, 1966–67, before becoming the Resident Economist of the then recently nationalized banking system of Tanzania, 1967–69. From 1969 to 1972 he was a Senior Lecturer in the Department of Economics, University of Dar es Salaam, Tanzania, where he helped set up the MA program. In 1972, as Director, he established the Institute of Finance Management, Dar es Salaam. From 1975 to 1977 he was Secretary (Deputy Minister) of the Resource and Economic Development Sub-Committee of Cabinet, Government of Manitoba, as well as Chairman of the Board of Directors of two crown corporations, the Communities Economic Development Fund and Channel Area Loggers, Ltd. He joined the University of Manitoba in 1977 and is currently Professor of Economics and Research Co-ordinator, Global Political Economy Program. He specializes in International Money and Finance, International Development and Community Economic Development and has published extensively in these areas. He was Head of the Economics Department from 1984 to 1997.

He has chaired the board of SEED Winnipeg, a micro financing and community economic development agency working mainly in the inner-city of Winnipeg. He works closely with several Aboriginal organizations, in particular with the First Nations Child and Family Caring Society (Ottawa) on the funding of child welfare and with Ogijiita Pimatisiwin Kinamatwin, of Winnipeg, on economic development. He was Chair of the Board of the North-South Institute, Ottawa and is currently the Chair of the Finance Committee of the Executive Board of the African Capacity Building Foundation, an international organization based in Harare, Zimbabwe. He has served as an economic advisor to a number of governments in Africa and is currently an economic advisor to the Ministry of Finance, Manitoba, and Economic Consultant to the Credit Union Central, Manitoba. He has served as a member of the University of Manitoba Faculty Association's collective Bargaining Committee and has represented UMFA as bargainer and in other capacities. He is currently the Principal Investigator of a \$1 million SSHRC/CURA grant awarded the CCPA-Manitoba, the University of Manitoba and the University of Winnipeg, on Urban and Aboriginal Poverty.

He received the Joe Zuken Citizen Activist Award, Winnipeg, 2000, was elected Fellow, Royal Society of Canada, June, 2005 and in 2006 was appointed life-long member of the Canadian Centre for Policy Alternatives.

John Loxley's work in each of the domains of academic life: teaching, research and service to the institution and to the community has been honoured with a CAUT Distinguished Academic Award. This is a copy of his acceptance speech delivered during CAUT Council events in Ottawa, May 3, 2008.

The Interdisciplinary Intellectual and Public Policy Research

JOHN LOXLEY

I WISH TO THANK THE CAUT Council for this award. I am humbled by being honoured by this body for which I have the utmost respect. I also wish to thank those who sponsored my candidacy, Professor Brenda Austin-Smith and Professor Tom Booth of the University of Manitoba Faculty Association, both tireless workers for our members. I also wish to express my gratitude to my family and to my many colleagues in Winnipeg and elsewhere for their support over the years, without which I would not be privileged to be here to accept the award.

I WISH to begin by explaining some of the formative influences on my thinking and on the paths I have taken throughout my career.

I was one of twelve children, born into a poor but loving and supportive family. It was unusual for working class children to go to university and I was able to do so only because my education was entirely free. In fact, for the weeks spent at university, the living allowance I received was larger than my father's weekly wage to support the whole family. I learned to appreciate at a very young age, therefore, the importance of enlightened governments in the field of education and, ever since, I have been an advocate for free university tuition financed by a progressive tax system. More generally, my childhood experience persuades me that there is much that enlightened governments can do to alleviate poverty.

As a PhD student, I was fortunate enough to have as my supervisor the late Walter T. Newlyn. Walter took me under his wing and found funding for me to undertake my research in East Africa. He later moved to Uganda as Director of the East African Institute of Social and Economic Research and so I stayed on with him, and with his strong support took up my first teaching assignment there at Makerere University. Walter was a gentle, cultured man of great intellect and great sensitivity for the less advantaged. He had a powerful impact on my attitudes and values. From there I was fortunate enough to be asked to become the Chief Economist of the recently nationalized banking system

in Tanzania, a country which, at the time, under the guidance of the great humanist, Julius K. Nyerere, was attempting to build a socialist society. Much of what I have learned in life I owe to the opportunities given me in Tanzania, initially in the National Bank and thereafter in the University of Dar es Salaam and the Institute of Finance Management (IMF), which I helped establish. But without Walter Newlyn's help, it never would have happened.

It was in Tanzania that I had the privilege of working with so many gifted and committed individuals who, in different ways have shaped my outlook on academe and my views generally. It was in Tanzania that I began to move between the academic and the practical and policy fields in life, drawing freely from one to guide me in the other and, if anything has defined my work, I hope it has been an effort to use my academic expertise to try to make a difference in the world in which real people live and work.

It was in Tanzania that I was exposed to Paul Baran's seminal paper on 'The Commitment of the Intellectual', a paper that was much discussed and debated at that time, and one which has had a profound influence on my approach to life. Baran distinguishes between 'intellect workers' and 'intellectuals'. Both rely on mental effort to make their living, but the intellectual, as defined by Baran, sees the interconnections between different facets of our existence, economics, politics, culture, science and religion etc, 'as parts of the comprehensive totality of the historical process'. Also part of that process is the evolution of values and ethics, which do not float in a vacuum. The intellectual challenges the values underlying intellect work, makes his or her value judgements explicit and seeks to carry out rational enquiry wherever it might lead, regardless of personal consequences. The intellectual is, therefore, of necessity a social critic, a role which often brings that person into conflict with the powers that be, both within and outside the university.

Baran's vision of an intellectual has helped shape my views in at least two important ways: he helped persuade me of the importance of interdisciplinary analysis, teaching and research, and he reinforced my predilection to use my education to work, through research and service, for the improvement of the lives of the less fortunate, be they in Africa or Canada. There are major challenges in both of these areas and I would like to use this opportunity to bring them some of them to your attention.

The Interdisciplinary Challenge

WHILE being trained in the tools of orthodox economics, I was fortunate from the very beginning in being exposed to Political Economy approaches to the discipline, which are intrinsically interdisciplinary, demanding knowledge of history, politics, sociology and anthropology. Political Economy focuses on power or social class relations within the economy and less on isolated individuals and firms; it examines the structure and inherent instability of the system rather than assuming a tendency to equilibrium; it examines how

labour is reproduced and the gendered environment in which that takes place and it critically examines the important role played by the state.

At a national or global level, the Political Economy approach, while also being concerned with growth and stability, is equally preoccupied with their impact on income and wealth inequality, on regional and geographic imbalance, on gender equity, on race and on long-run sustainability. It is out of this tradition, therefore, that my interest in Development Economics, IMF and World Bank Structural Adjustment Programs and Community and Aboriginal Economic Development has evolved. And in these endeavours, I have been fortunate to have worked alongside economists of differing methodological and ideological persuasions who have been respectful of diversity. Moreover, I have benefited from collaborating with scholars from other disciplines who have enriched and expanded my analytical horizons. The Economics Departments in which I have worked, both in Africa and in Canada, have, until quite recently, both encouraged and supported this methodological and disciplinary pluralism. But there have always been challenges to this enlightenment.

To begin with, even as neo-liberalism is reaching the end of its credibility, the economics profession is taking a narrower and more limited view of what is and what is not acceptable. The legitimacy of Political Economy, Economic History, the History of Economic Thought and even, in some places, Development Economics, is being challenged. And within the narrowing orbit of what is acceptable in terms of subject, acceptable methodologies are also being narrowed down, with mathematical modelling and econometrics being almost a *sine qua non* of 'sound' scholarship. And this is happening at the same time as *heterodoxy* in Economics is thriving. This apparent paradox is explained to some degree by the fact that many contemporary challenges to the neo-classical orthodoxy still retain the individual as the focus of behaviour and accept power structures as a *datum* or, at best, trivialize them in relations that defy reality.

It is, therefore, a source of great sadness for me that my own department is currently being recast so fundamentally to mainstream respectability that the likelihood of our ever again hiring a Political Economist, a History of Thought economist or an Economic Historian who is not a narrow data miner has diminished considerably. And regrettably, the collegial, open minded, supportive environment that has been so essential to my own work is now under threat.

The pursuit of interdisciplinarity has never been an easy one anywhere in the world. In Tanzania in the 1970s, it was rejected by those who equated it with lowering the quality of education. In Canada, something of this view still prevails. In my own university it shows itself in graduate students pursuing an individual interdisciplinary degree not being eligible for funding from their primary department. Money for sessional lectures, teaching assistants and markers is allocated to departments and reserved for graduate students pursuing departmental degrees. Even where a student pursuing an interdisciplinary degree has a prior BA or MA from the department, they are ruled

ineligible for financial support. This reflects not only the acute shortage of graduate funding but also a deeply rooted antipathy to interdisciplinary as opposed to disciplinary research.

Formal interdisciplinary programs as such, fare little better, though their experience is mixed. They tend to be small with five to six academic staff at best, have trouble offering graduate programs and frequently complain about being under-resourced. Our successful undergraduate Global Political Economy program has no permanent staff, has a co-ordinator housed and made welcome in Sociology and enjoys solid decanal financial support for student research and visiting speakers. In Labour Studies, an interdisciplinary program initially established and supported by the Economics Department, the two permanent staff remain housed in Economics but are not allowed to participate fully in Council votes. Again, this is a recent reflection of disciplinary arrogance asserting itself where once there was collegiality. The broader problem is that no one is quite sure of the appropriate model on which to organize these programs in a way that makes them administratively and financially feasible.

A partial solution to the problem of creating a convivial environment for conducting interdisciplinary work has, for me, been through large, collaborative SSHRC/CURA grants. It has been my good fortune to be Principal Investigator of two research programs on community development funded this way in recent years, allowing me to work with researchers from other disciplines and other universities. The joint development of proposals focusing on poverty and how to overcome it, the joint management of the research agenda and the joint review of completed research have allowed me to appreciate what other disciplines have to offer in terms both of academic research and of policy formulation based on that research. The whole experience has been at once enlightening and enjoyable and SSHRC is to be commended for encouraging these types of collaborative efforts.

This SSHRC funded research has also provided for significant community involvement, requiring careful attention to research methodology. The object has been to work with the community to capture representative voices on issues of community development. Since the Aboriginal community has figured prominently in our work, this approach to community involvement has taken on an anti-colonial dimension, since all too often research is, unfortunately, something that is done *to* Aboriginal People as opposed to *with* them. This has entailed an Aboriginal presence on our Executive Committee overseeing the research, the hiring of community researchers and the use of a prominent Aboriginal film maker in the dissemination of our results. The research has underscored the complexity of viewpoints on poverty and economic development within the Aboriginal community and their evolution over time, which has been a central theme in my own work on community economic development. It has also captured the contribution of Aboriginal leaders, many of whom have been women, to various concrete accomplishments in building successful CED projects to combat poverty.

The Challenges and Responsibilities of Research and Service Being Policy Relevant

MUCH OF my research has attempted to influence policy and I believe this carries additional responsibilities for academics. I will attempt to illustrate this by reference to different aspects of my research and service over my career; an early interest in finance and development; many years studying and helping design economic reform programs; a long-term concern about Aboriginal poverty and marginalization and, more recently a return to financial issues with an examination of the commodification of public services through public-private partnerships, or PPPs and work on alternative budgets.

As a young man my concern was with helping design monetary institutions which were post-colonial, having as their rationale, not the outflow of capital to the colonial mother country or underwriting the extravagant lifestyles of the white privileged ruling class in the colony but, rather, the improvement in the lot of the previously colonized. In the Tanzanian context, a further problematic of institutional reform was the relevance of monetary and financial institutions in a socialist context. I can still recall the shock I had on hearing that proposals I had made as an academic for institutional reform had actually been implemented. Some old institutions were closed, new ones created, existing ones reformed, people's lives transformed. It was at that point that I realized that, if my views were actually going to be listened to, then I had the obligation to reflect very seriously on the desirability, practicality and efficacy of policy proposals before making them public. I have carried that lesson with me ever since in my determination that my research be policy relevant.

Thus, in my critique of IMF structural adjustment programs, the necessity for governments to address fundamental production, fiscal and foreign currency imbalances has never been questioned. A clear case in point is Zimbabwe where, in just a few short months, the largest currency note in circulation has risen from \$Z1,000 to \$Z50,000,000 as a result of hyper inflation driven by economic mismanagement. There are no magic, alchemic solutions to serious economic problems. They have to be tackled head on as they impose enormous burdens on ordinary workers and peasants. But there are alternative policy choices to those which tend to be made by the IMF in determining how even very serious economic problems are addressed. The choice of policy instruments, of who bears the burden of economic adjustment, the speed of adjustment if foreign assistance is available, and the phasing of different measures of adjustment are all important decisions that need not follow standard IMF approaches. Local ownership of reform programs is also vital if improvements are to persist. In the 1980s most of these points were considered anathema by the IMF. In the late 1990s and since, the same points have been made by internationally renowned economists and underscored

by costly IMF mistakes in Asia, Russia and Latin America with the result that the IMF has lost a lot of its influence, resources and credibility; but only after Africa and Latin America suffered a decade of negative per capita growth under IMF tutelage. Having a university base enables one to take positions critical of important institutions, but that freedom of expression carries additional responsibilities in that alternative policy prescriptions must be coherent and realistic.

I have always been struck by the similarities between problems facing developing countries and those being faced by the Aboriginal People of Canada. Land dispossession, the Indian Act, the attacks on culture and the reserve system, all have equivalents in colonial history in Africa and elsewhere. Average Aboriginal living standards are similar to those of middle income countries. Poverty is widespread; the levels of daily violence, children in care and incarceration are well above the average. The conditions of Aboriginal people are, indeed, Canada's disgrace. The colonial legacy is obvious; the solutions less so. I have been challenged to help find ways forward in a number of academic, advisory and policy positions I have held over the last thirty years. And there are some things we do know from research. It seems apparent that multi-dimensional problems will require multi-dimensional, or holistic solutions; that money spent on managing the problems of poverty would be better spent on prevention; and that there are many examples of programs that have been successful and of individuals and communities that have broken out of the bounds of poverty. But public policy has tended to shy away from incorporating these lessons and attempting to replicate success because of perceived financial constraints or lack of political commitment. There is often a good deal of controversy over proposed solutions too. Promoting the cause of policy reform to address Aboriginal poverty more systematically remains, therefore, a highly contentious activity for academics.

What is unambiguous is that research has also shown the centrality of education in the solutions to Aboriginal poverty and here, universities have a critical role to play. In my university, access programs in professional faculties have a long history and seem to be highly successful. General access programs have also performed well, but only a minority of Aboriginal students use them. Experts in the field argue that general access programs could be better funded but see the quality of high school graduates as a much bigger issue. Drop-out rates among Aboriginal university students remain high in first and second year university and one reason for this appears to be inadequate preparation at high school. This raises the issue of the possible need for a pre-university remedial education program and, in turn raises questions about who would fund it, where would it be housed and who would teach in it. These questions are not easily answered as recent solutions to similar problems encountered by foreign students have deeply divided my university.

As the Council of CAUT is aware, the decision by the administration at my university to award a five year contract to Navitas, through the Interna-

tional College of Manitoba, to recruit and teach overseas university students at pre-university and university 1 course level has been controversial for a number of reasons. The contract did not go through either the Board of Governors or the Senate. There appears to be no provision for academic oversight of courses, teachers or standards by the Senate, and the details of this for-profit agreement are confidential. Clearly, this would not make the ICM a model for accommodating pre-entry needs of Aboriginal students. But the Navitas/University of Manitoba agreement is interesting to me for other reasons. It is an example of a public-private partnership (PPP) and for the past decade or so I have been studying the theory and applicability of PPPs in Canada and around the world.

Declaring that 'The time for study is over; this is the time for action', the federal government recently made it a prerequisite of it signing infrastructure co-financing agreements with provinces that they consider PPP arrangements for all large infrastructure projects. Yet serious academic studies of PPP experience suggest that they uniformly cost more than public sector alternatives, rarely provide value for money, do not necessarily shift risk to the private sector as they are supposed to do, and do not reduce effective government debt as they often promise. In the light of this, the Navitas agreement raises many unanswered questions. For instance, was a public sector alternative to Navitas ever considered or costed out by the University of Manitoba? Is this a way of undermining the collective agreements which protect those who teach first year courses? How much is Navitas paying the University for using its premises? What safeguards are in the agreement to maintain academic standards and appropriate academic behaviour? Without public access to the legal agreement, it is not possible to answer these questions. But that is not unusual in PPP agreements as access to information is frequently barred by reference to the need for commercial secrecy. This secrecy is rarely justified when public money is being spent and, in a University setting is deeply disturbing. I commend CAUT for its efforts to address our concerns over Navitas and I raise the matter here because, regardless of what the federal government might claim, the academic debate about the wisdom of PPPs is far from over.

What drives administrators to enter into questionable arrangements with the private sector are real or perceived budgetary problems. I have always seen budgets not as mere financial statements, but as profoundly ideological and political statements. To paraphrase Julius Nyerere who was speaking about planning, 'to budget is to choose'. A critical examination of budgets involves, therefore, a critical examination of political choices made and put to numbers. My involvement in helping develop alternative budgets in Canada in the 1990s arose out of widespread dissatisfaction with budgetary choices being made at the federal and provincial levels, in particular. Those choices had a profound impact on people and institutions on the ground, and universities were not exempt from this. While there is a perfectly legitimate justification

for simply critiquing budget choices, developing an alternative budget helps put those critiques into a more disciplined, constructive framework, thus helping to head off the counter claim that the demands being made are unrealistic, unmanageable or fiscally irresponsible. This is, of course, highly political and contentious work since it involves challenging the political power behind the budgets, be it the federal government, the provincial government or the university administration. It helps, enormously, to have the protection of tenure, academic freedom and a strong collective agreement. Working from an academic base also makes it easier to work, collegially, with civil society organizations; women's groups, environmental groups, trade unions and anti-poverty groups, as one is perceived, rightly or wrongly, to have a high degree of independence and impartiality.

Linking my work on PPPs and on budgets, leads me to caution against universities building closer links to the private sector for budgetary reasons. The budgetary impact of PPPs is often quite negative as governments replace direct borrowing by paying for leases on assets purchased by the private sector at higher interest costs.

The Link to Teaching

BARAN'S vision of the intellectual has also helped shape my approach to teaching. I have always attempted to expose my students both to orthodox approaches to the discipline and to critical alternative approaches. Wherever possible, I have also attempted to suggest the practical and policy implications of theories being covered in class and this seems to appeal to many students. In recent years, much of my teaching has been at upper levels and has translated into supervising graduate theses. Teaching and supervision have been among the great joys of my life and I have had the privilege of working with some wonderful students and of watching them mature into successful academics or practitioners of economics. I have loved the cut and thrust of debate with those of a different mind set and must admit to learning as much from many students as I have been able to teach them. One of the priceless aspects of being a university professor is the joy of being constantly exposed to youthful inquiry and energy, to emerging ideas and social movements and to a genuine desire to put knowledge to good use in the world. Few other professions offer such opportunity and challenge; few others offer such reward in terms of seeing youth flourish and grow in confidence and sophistication.

Many of my students have begun their academic life as overseas students; many have completed it as Canadians and now contribute positively, professionally, culturally and socially, to the rich fabric of our nation. For many, it has not been an easy road. High differential foreign student fees, transportation and living costs make post-graduate studying in Canada an expensive proposition, especially for more mature students with families. Financial support is often lacking or restricted over time; opportunities to act as teaching or re-

search assistants, or as sessional lecturers, are limited. At the same time, with budget constraints, we could not offer our first and second year or summer courses, without foreign students. This interdependence is not always appreciated by administrators when they raise overseas student fees. Ideally, graduate students should enjoy much more bursary and scholarship support so that they can focus on their studies and more money should be forthcoming for year 1 and 2 courses to be taught by experienced faculty, but this would require higher levels of funding for universities or a reordering of internal university priorities or both.

IN ACCEPTING this award, I am mindful of the freedom I have enjoyed over the years to pursue the kind of research, teaching and service that I have chosen. In part, this was the outcome of a supportive university environment in which what I chose to do was valued. I have enjoyed, and would like to acknowledge, support from a number of enlightened Deans and other administrators within the University of Manitoba. I have also benefited from, and worked with, a strong faculty association which has, over the years, created space within which members can pursue their interests without fear of individual reprisals for taking unpopular stances. Indeed, the 1995 strike at the University of Manitoba was precisely over the issue of academic freedom and protecting the individual from arbitrary lay-off. CAUT was extremely supportive in this action and, consistently, has been a major source of assistance and guidance in our bid to create a healthy working environment. We know that faculty association activism does not always endear academics to university administrators, as Baran himself might have forecast; but without that activism and support for it by our associations, both local and national, we would not enjoy the degree of academic freedom that we enjoy today and our ability to pursue the ideal of the intellectual would be severely constrained.



Canadian Association of University Teachers
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